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## Racial Profiling in Northern Virginia Against Hispanic Males

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# Walden University

College of Social and Behavioral Sciences

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Abe Alfonso Vasquez

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Walden University  
2020

Abstract

Racial Profiling in Northern Virginia Against Hispanic Males

by

Abe Alfonso Vasquez

MS, Liberty University, 2016

BA, American Military University, 2015

Dissertation Submitted in Partial Fulfillment

of the Requirements for the Degree of

Doctor of Philosophy

Criminal Justice

Walden University

August 2020

## Abstract

Racial profiling is a trending topic today against the Black community. In contrast, there is little to no literature referencing racial profiling against Hispanic males. This paper discusses racial profiling against Hispanic males in Northern Virginia. The purpose of this study was to understand the relationship between local law enforcement in Northern Virginia and the Hispanic community. I implemented a conceptual framework with a focus on the critical race theory using a qualitative approach. This study identified the relationship make up between the police and the Hispanic community, how they interacted, and if the Critical Race Theory was present. The study had 6 participants who were police officers from the same organization. There were 3 themes identified from the results: Minorities are limited in prosperity due to institutional and government racism, creating tensions in between the police and Hispanic community; mistrust between the police and the Hispanic community exist due to immigration enforcement by the government; and the police profession is not held to a higher standard by the government, ultimately resulting in racial profiling. This study will effect positive social change for the Hispanic community by establishing recommendations to combat racial profiling against Hispanic males.

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## Dedication

I dedicate this dissertation to all the prisoners at Sembach prison and prisoners around the world. Keep your head up! Also, this goes out to my wife, Bianca, and my daughters, Adrianna, and Bella. I love you so much; you are truly my inspiration.

## Acknowledgments

I want to acknowledge my Lord and savior Jesus Christ. In the darkest of places, you have been sword and shield. You have let me walk amongst my enemies and come out on top. I want to thank my mother and step-dad for sacrificing themselves to give me a better life. To my Godfather and Godmother for treating me like their child. I would like to give praise to my siblings, aunts and uncles, cousins, and friends who have supported me. Finally, a shout out to Taraki Collins, Johan Zea, Oliver Figueroa, Danny Vazquez, Hairston, Jonathan Arroyo-Cerna, Jonathan Krietz, Brian Noethlich, Christopher Hunter, Lawrence Kelsey, Ashante Shivers, Herman Brown, Megan Prete, Dennis Walker, Nathan Royer, Steven Cenov, Clifford Young, Douglas Hodgson, Kenneth Mitchell, Ashley Clapp, Joanna Liriano, Tze Lai, Marcus Bernard, Marheshi Tucker, and Shannon Sharpe. You stood at my hip when the world turned their back to me. Now you have my allegiance for anything you need.

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## Chapter 1: Introduction to the Study

### **Introduction**

I conducted this study due to alleged issues concerning race with the police departments across the United States. Specifically, there have been riots and marches due to alleged racial profiling for Eric Garner in New York City, Michael Brown in Ferguson, Laquan McDonald in Chicago, Tamir Rice in Cleveland, Walter Scott in Charleston, Freddie Gray in Baltimore, William Chapman in Portsmouth, Alton Sterling in Baton Rouge, and Philando Castile in Falcon Heights, none of whom were from Hispanic descent.

President Donald Trump has attacked both the Black community and the Hispanic community. He called National Football League Players “sons of bitches” for kneeling during the national anthem (Freivogel, 2017). This is a league driven mainly by Black athletes, and after Collin Kaepernick kneeled during the national anthem, others joined in for the injustices of minorities by police. Owners and players quickly responded by locking arms and hands the following week, displaying solidarity while the national anthem was playing. On June 16, 2015, President Trump, while campaigning for Presidential Office, stated “They are bringing drugs, they are bringing crime, they are rapists” (Newman, Shah & Collingwood, 2018). He was speaking about immigrants crossing the border illegally from Latin America. Government officials, chief executive officers, and key leaders did not publicly condemn President Trump in comparison to the response of league owners in the National Football League, and Trump was still elected into the presidency. Minorities in general, Hispanics, Asians, and Middle Easterners, are

alleged to be racially profiled by law enforcement officers. This is not unique to Black members of society (Shjarback, Decker, Rojek, & Brunson, 2017).

The most prolific and well-known incident of racial profiling was Rodney King, a Black male in California. On March 3<sup>rd</sup>, 1991, King was beaten and kicked with batons and fists (Katz, 2016). There was a cameraman who recorded the entire incident, revealing how King was defenseless but was still abused by four White police officers. Los Angeles was 37.8% Hispanic at the time of the alleged racial profiling incident (Sotomayor, 1991). However, the questions remain of how many cases and incidents have occurred without notice or punishment and how many incidents have not been captured, including those with Hispanics.

Per the American Civil Liberties Union, racial profiling is when the police officer gives an order due to their position of authority either to pull over, stop, or detain a potential suspect solely due to race. They then search the alleged suspect or detain them for questioning. In the United States, there has been an activist movement called “Black Lives Matter” where injustices against the Black community have worldwide awareness. As a response to Black Lives Matter, an activist movement for police was created called “Blue Lives Matter,” coming to the aid of police officers. This again overshadowed any cause for concern when it came to the injustices, discrimination, abuse, and racial profiling against the Hispanic community.

Specifically, in Northern Virginia, the demographic make-up is 52% White, with Hispanics being 17% of the population (U.S. Census Bureau, 2018). Even with a 17% recorded population by the Census Bureau, the numbers could be flawed due to Hispanic

undocumented residents not registering for anything. Northern Virginia makes up part of the nation's capital Metropolitan Area and mirrors suburbs similar to major cities. The lack of research and publicity on the Hispanic community should be investigated to cure any lack of representation and issues with law enforcement personnel. For instance, Carlos Gregorio Hernandez Vasquez, age 16, died while in the custody of Weslaco, Texas border patrol (Chavez & Lynch, 2019). A video revealed his body lying on the floor for hours before officials realized he had died. However, there was no riot or march in his name.

### **Problem Statement**

Recent events throughout the world have demonstrated that society is continuing to struggle with racism and discrimination. Under the United States Constitution, citizens are all afforded equal rights, and by racial profiling, those rights are being violated. Racial profiling has always been an ongoing issue and can be dated back to the biblical era (Genesis 4:15, The New King James Bible). These alleged incidents have been seen on social media, news stations, and television. Recent riots in Baltimore, Ferguson, Dallas, New York, and Los Angeles were in response to racial profiling in communities. In the alleged incidents, White police officers racially profiled minorities. These riots are one example of the impact racial profiling has had on the relationships between non-White communities and the criminal justice system. Each community has a distinct culture and ethos created between its members and the criminal justice system, specifically law enforcement. Many studies exist on racial profiling looking at African

Americans; however, there is no notable research on Hispanic communities and their relationship.

Northern Virginia, a suburban area of Washington D.C., is comprised of Arlington County, Prince William County, Fairfax County, and Alexandria City, and has a significant Hispanic population. I conducted a qualitative study to better understand this cultural group's exposure and response to racial profiling as well as to provide some possible explanations of the specific tensions present within the Hispanic community and the police department. This explanatory framework was best suited within the critical race theory (CRT). The CRT deems that one race feels superior to the other. Racial profiling lessens the value of one race through the spectrum of another. It was necessary to analyze if racial profiling could be viewed from the lens of police officers as to why it occurs, if at all.

### **Purpose**

The purpose of this study was to understand the relationship between local law enforcement in Northern Virginia and the Hispanic community. This study aids in the recognition of racial perceptions by police officers in Northern Virginia and provides a foundation to build on for future studies. I gathered data to build upon because there has never been a study like this before. In addition, I aimed to demonstrate the importance of dialogue with local police departments and how it affects racial profiling. Throughout the history of the criminal justice system, no police department has come forward to state that they promote racial profiling and why the actions occurred.

### **Research Questions**



1. What is the relationship makeup between police in Northern Virginia and the Hispanic community?
2. In Northern Virginia, how do police officers interact with the Hispanic community?
3. How do police in Northern Virginia view the critical race theory while rendering a service?

### **Conceptual Framework**

In this study, I implemented a conceptual framework with a focus on the CRT (Koonce, 2018) using a qualitative approach. The CRT describes one race being treated socially different than the other (Koonce, 2018). It demonstrates how race, racism, and culture all interact with each other. Racial profiling is one race being treated less than another while a police officer employs force. With the CRT creating possible themes such as race in the workplace, race in politics, race in education, and race in crime, researchers can draw conclusions on how the CRT affects racial profiling. It allows researchers to identify how one race is treated differently than others. In addition, the CRT considers those in power and those less fortunate who are not able to defend themselves via money, social status, or just through health services influencing criminal activity. A researcher can piece together an argument on reasons why one race can be viewed as prone to criminal activity.

### **Nature of the Study**

The nature of this study was qualitative. Virtual interviews were used with a police department in Northern Virginia to discuss action(s) leading to racial profiling on

Hispanic males. The interviews provided a plethora of information. First, they provided first-hand knowledge of a one-on-one approach, instead of traditional surveys or questionnaires. The interviews allowed me to create a dialogue or define root causes not available in other formats. In contrast, in a focus group, participants could become adversaries, or the focus group could be seen as an interrogation if only one person spoke for the group. The individual interviews provided an equal platform for all participants. The strengths of the interviews included investigating complex behavior, discovering how different people within an organization feel about racial profiling, and being able to code and explain the results. The disadvantages to interviews consist of the following: It is only obtaining the perspective of one individual in comparison to a focus group where multiple perspectives could be taken into consideration. In a virtual interview, it is not possible to focus on one person's body behavior or tone, and a humanistic aspect is lost. The most significant concern was not having the participant right in front of me for clarity (Leung & Savithiri, 2009).

### **Limitations**

This study had limitations. First, the flyer was sent to the entire organization, and only a limited number of potential participants responded (Rudestam & Newton, 2015). Therefore, the study was based on the perspective of six participants. Another limitation was the truthfulness of the respondents when questioned about enforcing their ethical standards. A further limitation was not knowing if a participant was truthful in their remarks. The results could be inaccurate if a participant was not truthful or spoke out of turn. There is no way to counter this measure. Indirectly, this issue cripple's society from

identifying an issue, gathering accurate information, and moving forward through an evidence-based process. Moreover, the respondents might not have wanted to divulge information concerning their enforcement because it could place them in a vulnerable situation. For each one of these limitations, I explained to the respondents in great detail how important their contribution was to the study.

### **Significance**

Because most racial profiling studies target African Americans being profiled, I examined Hispanic males being racially profiled in Northern Virginia. Through this research, habits of rogue police officers were identified on persecuting people of one race. I aimed to understand the racial profiling phenomenon with the goal of educating others on working together towards peaceful understanding. There has been much discussion of police officers fearing for their lives and then lacking the footage of the incident. Demonstrating how a routine traffic stop turns into racial profiling where the alleged suspect claims harassment is instrumental in controlling this phenomenon. Identifying how the majority of police officers are doing their job ethically correct and that only a small percentage are being unlawful illustrates that most police officers conduct their job professionally. The results provided three themes for police departments in Northern Virginia to refer to when training and dealing with racial profiling incidents. Additionally, the study provides a reference for issues concerning the Hispanic community.

### **Definitions**

*Community policing*: Style of policing that is proactively engaging and enduring, opposite of traditional policing (Demirkol & Nalla, 2019).

*Criminal profiling*: The gathering of intelligence on criminal trends to identify a possible criminal and their activities (Chifflet, 2015).

*Critical race theory*: One race being treated socially different than the other (Koonce, 2018).

*Diversity*: The mixed nationality, sexes, races, and origins within an organization (Hong, 2017). For this study, it was a police department.

*Hispanic*: A person from Latin American descent. For purposes of this study, this can be someone either legal or illegal (Lopez, Krogstad, & Passel, 2019).

*Personal ethics*: The morals, values, and ethics instilled in everyone throughout life, from childhood to adulthood (McMurray, Scott, & Simmers, 2019).

*Police subculture*: The daily norms, processes, and operations embraced by a police department (Rose & Unnithan, 2015).

*Racial profiling*: The use of force by police officers based on race (Kamalu, 2016).

*Social media*: A internet-based platform to communicate instantaneously with others via messages, photographs, or videos (Chama, 2019).

### **Scope and Delimitations**

The scope of this study was based on racial profiling possibly occurring in Northern Virginia. By conducting interviews within one county, I identified similarities and differences between different police officers in their stance on racial profiling. This

specific focus was chosen due to a nationwide issue, racial profiling incidents, and the footprint Hispanics hold in Northern Virginia. I generated themes to demonstrate how police officers in Northern Virginia are concerned about racial profiling. Of the 10 publicized cases in the literature review, none occurred in Northern Virginia. However, the responsibilities and duties the police officers share are universal, creating a link between both entities. Another milestone approach was the lack of coverage when it comes to Hispanics not being portrayed in the media as racially profiled.

It covered a part of the metropolitan area in Washington, D.C., and specified one race, Hispanic. The four jurisdictions of law enforcement in Northern Virginia operate differently. However, for this study, only one jurisdiction agreed to participate. The participants of this study were police officers. The police officers are front line workers who work with the community with a greater, current, and an immediate perspective in comparison to strategic leaders such as a Chief of Police. I did not investigate Black people being racially profiled because there is already much attention dedicated to this issue. I also excluded federal officers because they do not have everyday access to the local populace as do the police. This study provides exclusive information to other suburbs of the metropolitan area on the Maryland side of the nation's capital.

### **Summary**

I conducted this study because of continued issues concerning race and the police department. Technology has been instrumental in racial profiling being showcased. In a similar fashion, in racial profiling, there is a clear position of dominance. This issue of racial profiling in criminal justice does not discriminate geographically; it is spread out

within rural, suburban, and city areas. Racial profiling has been an ongoing issue (Kamalu, 2016). The purpose of the study was to understand the dynamics of racial profiling against Hispanic males in Northern Virginia. I implemented a conceptual framework with a focus on the CRT (Koonce, 2018). The nature of this study was qualitative. Interviews were used in one police department in Northern Virginia to discuss action(s) leading to racial profiling on Hispanic males. There were established limitations that arose during the study. For example, the police officers in the organization participating might have been conservative in their answers due to their profession (Rudestam & Newton, 2015). This research helps to fill the gap in racial profiling towards Hispanic males in Northern Virginia because most studies have targeted African Americans being profiled. The scope of this study was based on racial profiling possibly occurring in Northern Virginia.

## Chapter 2: Literature Review

### Introduction

Racial profiling has been an ongoing issue (Kamalu, 2016). The purpose of the study was to understand the dynamics of racial profiling against Hispanic males in Northern Virginia. There is little to no literature on Hispanic males being racially profiled. This could be attributed to most studies and media promotions being dedicated to the highly publicized killings of unarmed Black males. With Hispanic males, there could be language barrier issues, a reluctance to come forward by the victim due to immigration status, or the Hispanic community does not naturally broadcast injustices against their community. A literature review is needed in all dissertations to establish a platform for the researcher to work from (Baker, 2016). The point of gathering these articles was to identify commonalities and differences in alleged racial profiling incidents. I took the literature found and solidified, aided, or dismissed each study. When compared to the number of articles on Blacks being racially profiled, Hispanic males are nonexistent. To steer this study, I vetted critically acclaimed alleged racial profile cases. Although this dissertation was on racial profiling against Hispanic males, some of the trends, procedures, and beliefs carried over from police incidents when dealing with the Black community. This literature review is important because a study such as this had not occurred before in Northern Virginia, and there was no literature to build upon (Rozas & Klein, 2010). As stated before, no police department has come out openly and stated that they racially profile.

After reviewing multiple alleged racial profiling incidents, I identified themes that led to police using force causing death or using force or managerial trends in a police department. The police need to discuss these themes and see how they apply.

This literature review is broken down into five sections. First is the research strategy, justifying the elements researched. Second is the CRT. The third is a review of qualitative studies concerning racial profiling. Fourth is the alleged trials of Hispanics concerning racial profiling. The Fifth is variables deriving out of racial profiling incidents. By the end of the literature review, the reader should understand the common issues when dealing with racial profiling (Badenhorst, 2018).

### **Research Search Strategy**

I used the CRT as the conceptual framework (Hiraldo, 2019). As a result, 10 famous trials were scrutinized, providing 10 variables in all 10 cases. These were high profile cases where officers were accused of racially profiling the victim. The 10 cases were the following: *Diaz v. City of Anaheim*, *Diaz Zeferino v. California*, *Ramirez v. California*, *Hernandez v. Colorado*, *Zambrano Montez v. Washington*, *Villanueva v. California*, *Sanchez v. Utah*, *Galindo v. North Carolina*, *Santos v. Pennsylvania* and *Vega Cruz v. Connecticut*. The 10 variables were as follows: diversity, police discretion, community policing, police subculture, media, personal ethics, criminal profiling, recruitment process, training, and technology. Both the cases and the variables complemented each other. Additionally, each case follows the other in a timeline of events. The variables can be either independent or dependent on another.



I used many search engines to find and dissect articles (Wu, Zhang, & Xu, 2019). Google, Walden E-Library, Sage Journals, Department of Justice, Census Bureau, YouTube, news stations, newspapers, news media, peer-reviewed articles, and recorded footage were used to analyze both the cases and the variables. The following keywords were used: *Manuel Diaz, Ricardo Diaz Zeferino, Oscar Ramirez Jr., Jessica Hernandez, Antonio Zambrano Montez, Pedro Villanueva, Nicolas Sanchez, Ruben Galindo, Joseph Santos, Anthony Jose Vega Cruz, diversity, police discretion, community policing, police subculture, media, personal ethics, criminal profiling, recruitment process, training, and technology*. The search exhausted videos furnished by the police, family members of the police, real-time videos, victim family member videos, and videos published by the President of the United States. The majority of articles were gathered from news stations.

### **Critical Race Theory**

The phenomenon trying to be addressed was racial profiling. The CRT argues that one race maintains supremacy over others, being the White race over minorities (Christian, Seamster, & Ray, 2019). The CRT movement was led by Crenshaw and Bell in the 1980s (Gillborn, 2015). Their work inspired Delgado and Stefenicic, who claimed that racism was ordinary and served an important purpose, and is the byproduct of human relations and is intersectional. The CRT can be traced back to slavery and the Civil Rights movement. The theory of CRT relates distinctly to racial profiling because minorities are being singled out by a dominant race (Koonce, 2018).

The CRT contributes to socioeconomic status, education, and crime rate for neighborhoods. This means that one community may have high valued houses, with

highly ranked schools with little to no crime while an adjacent community can have low-income housing and low ranked schools with daily crime.

Christian et al. (2019) argued that the CRT funnels the supremacy of White people and the injustices of minorities in legal, social, and political life. The CRT holds one race superior to another and places a race in a position to dominate others by rules and laws, catalyzing this process. Christian et al. (2019) identified four variables on understanding the CRT. First, racism is permanent in American society, and it is being reproduced. This could be seen today on how immigration is still an issue. The United States decides what cultures enter the country. Second, racism exists through structures of domination. According to an article by the Congressional Research Services, in 2020, in the United States House of Representatives, there were 50 Hispanic members serving out of 435. Third, racism's formation is through White supremacy. This could be an after effect resulting from slavery where for hundreds of years, Whites ruled over Blacks. Fourth, there is the storytelling of racial oppression. The Civil Rights Movement linked the CRT for Black minorities being discriminated against in education and the workplace after storytelling.

Bonilla-Silva (2019) from Duke University took the CRT and applied it to the results of the 2016 election from President Donald Trump. Bonilla-Silva (2019) showed how the CRT deals with racists, the anxieties of the poor and working-class, and hegemonic racism in Trumpamerica. Bonilla-Silva (2019) continued that the CRT tackles the process, institutions, and methods of becoming racist and not being racist itself. Racism is never-ending, but people are not born racist. The CRT acknowledges cultural

deviance, conflict theory, and other theories to identify how one becomes racist.

Furthermore, White supremacy is a result of the CRT by White people having materialistic items to align with their social status and defending their actions. This is seen in White-collar crimes, which are crimes committed by the wealthy and educated and when prosecuted they afford a high paid counsel. Finally, Bonilla-Silva (2019) contended that the CRT continues due to radicalization. This means the continuation of the process of a dominant race over others, which includes Blacks, Hispanics, Middle Easterners, and Asians.

Capers (2019) noted that the start of the CRT was at Harvard University with the departure of Professor Derrick Bell and Harvard not wanting to replace the “Constitutional Law and Minority Issues” course. Then, law professors of color withdrew from the Critical Legal Studies (CLS) because CLS did not want to deal with race. Capers (2019) took a different approach to the CRT by looking to the future in 2044 to see what is next for Blacks and policing. Capers (2019) acknowledged the CRT with the current state of affairs in 2019, with White males having an advantage over other races in legal and social analysis. He also identified that CRT embraces material, emotional, and the spiritual experience of people of color to oppose the White males at an advantage. Just like Christian et al. (2019), Caper aligned storytelling as a byproduct of the CRT to challenge the law and make an educated conversation. Taking on the CRT, he applied it to police in 2044 by addressing affirmative action, voting rights, policing, and criminal law procedures. These are all issues being dealt with today by the CRT. Policing has had profound effects where one police department is predominantly White while policing a

community made of solely minorities. This summarizes Capers' efforts in identifying the CRT and applying it to the future.

In London, Long (2018) wrote about the CRT and how it applies to Blacks and mixed-races experiencing policing. Long (2018) included 20 interviews, mostly males 30 years and older. Long (2018) found that consent policing, where the police interrogate the mixed communities as well as White communities, does not receive the same attention. Another finding was the procedure of stop and frisk, similar to the United States at a time where people of color are stopped and frisked more when compared to others. Long (2018) identified how people are still in denial of CRT, and to combat this notion, discussions centering around a counter-narrative need to occur. This is similar to Capers (2019) wanting an educated conversation to inform people in denial about CRT. One of the common variables throughout this literature was contemporary policing, current policing strategies in place, and its effects against people of color. She identified that the CRT has made policing racial, resulting in the perpetual suspects of people of color. The article relates to the CRT and policing by discussing reasonable suspicion of people of color. Criminal profiling creates a description of a potential offender by intelligence, and, as a result, people of color are criminally profiled, promoting the CRT where White people are not considered to be criminals.

In Hunter College, Samuel Aymer (2016), discusses the CRT and how it can be applied after the killing of Eric Garner, a Black man saying "I can't breathe" while being choked by an undercover New York City Police Officer. Aymer (2016) claims the CRT leads into White supremacy placing Blacks at a disadvantage due to larger narrative

reverting to slavery. This has been consistent with all authors concerning the CRT. Also, he posits just like Bonilla-Silva (2019), the CRT decides social, legal, health, political, and cultural entities. Aymer (2016) accepts Blacks will not fully develop in society due to a disadvantage of White supremacy promoting the CRT. Just like Christian et al. (2019), he identifies racism will be permanent in the United States as a result of CRT. Agreeing, with Bonilla-Silva (2019) he identifies the domination of legal claims on neutrality, objectivity, color blindness, and meritocracy. He furthers his CRT notion by challenging a contextual historical analysis of the law. This was seen with Capers (2019) when he identified storytelling as challenging the current analysis of law regarding race. One new dimension Aymer (2016) announced in CRT was the experiential knowledge people of color have when it comes to society concerning laws. His closing argument of CRT aligned with all previous authors with CRT ending racial oppression.

### **Qualitative Studies on Racial Profiling**

Nadal, Davidoff, Allicock, Serpe, & Erazo, (2017) conducted a qualitative study on racial profiling. Nadal et al. (2017) conducted a survey resulting in their sentiment towards police. Nadal et al. (2017) wanted to know if people from diverse groups have the same perceptions of police officers, did age influence the perception, and if women and men had the same perception. Nadal et al. (2017) found Black participants were more likely than Whites and Hispanics to view police negatively. The study also revealed there was no sign of gender affecting the perception of police and Black men viewed police more negatively than White and Asian men. A second study conducted by Nadal et al. (2017) revealed 27% identified as being treated unfairly by police. Themes that arose

from the Domain of Reasons for Police Stops were the following: Situational factors, Race, Appearance, Age, Random Bag Search Attributions of the Police officer. In the Types of Responses to Being Stopped by the Police, the following themes arose: Emotional, Cognitive, and Behavior. The last Domain was Perceived Characteristics of Multiple Stops. It included: Discrimination and Police Negligence. Nadal et al. (2017) concludes the study by cementing Black communities have resentment towards police and police departments need to understand minorities are concerned about being racially profiled.

Schueths (2017), from Georgia Southern University, conducted a qualitative study on mixed-couples in the Southern United States and their interactions with the police. Schueths (2017) had 42 couples, storytelling their encounters with law enforcement, with the majority of couples being White women married to undocumented Hispanic men. 42 women and 16 men were interviewed and 90% of the couples lived together. Schueths (2017) wanted to know how interracial mixed-status couples experience police interaction? One finding revealed racist nativism, where Hispanic men felt discriminated against because of their physical appearance they were racially profiled. Another finding was the fear of contact with police due to operating a vehicle without a driver's license since mostly all were not certified to drive. Women did not report being racially profiled only when they were with their husbands. The following themes were pulled from the qualitative study: (a) Pretextual stops being created to make contact. (b) Language is an issue to communicate and damage police relations. (c) Race, class, and legal status led to racial profiling by discriminating a Hispanic appearing person, not having the financial

means or social class connections for great representation, and being in the United States illegally. Schueths (2017) summed up her study by stating although the couples were married the White women spouse was not racially profiled and the husbands were being racially profiled.

In an attempt to better police-community relations Todak, Huff, & James (2018) researched prospective police officers and their perceptions on race and diversity while policing. Todak et al. (2018) main questions were the following: What do prospective officers perceive are the benefits and drawbacks of race/ethnic diversity in police agencies? How do prospective officers perceive their race/ethnicity will impact their future careers? Todak et al. (2018) conducted 42 interviews with 19 White, 15 Hispanic, two Native American, 1 Black, 1 Asian, 1 Middle Eastern, and 1 Mixed race. The results revealed benefits and drawbacks. The benefits supported diversity would improve policing in America. Todak et al. (2018) claimed police would be more approachable in minority communities due to sharing heritage, culture, and upbringing. Todak et al. (2018) contended minorities should patrol areas where the crime was prevalent with a majority-minority representation. The language barrier was identified on how police would be able to speak in Spanish and that would gain trust. The drawbacks claimed minority officers might face discrimination if patrolling a White neighborhood. Also, they noted citizens would want special treatment because they were minority officers. Both minority and White respondents identified the hiring standards should not be lowered and it should not be based on diversity alone. Todak et al. (2018) concluded that race in policing would significantly impact the communities and before the cadets

became police officers, they were already acknowledging the concern of race within a police department.

Jones (2017) conducted a qualitative study on racial profiling by analyzing the impact of racial profiling on African American adults and discovering whether it contributed to unintentional violence in racial and ethnic communities. Specifically, Jones (2017) wanted to know how racial profiling impacts African American perceptions of the police? How clothing influence police in a neighborhood? What role did a neighborhood play in the service provided by the police? Jones (2017) examined the lived experiences of 7 African American adults conducting phenomenological research. Four themes were revealed as results. First, being treated like a criminal. Second, fearing for life. Third, being harassed by the police. Fourth, the lack of confidence in the police. All, 7 participants were accused of committing a crime they had never committed and being disrespected. 4 of the 7 participants feared for their lives by having weapons drawn on them when being approached by police. 6 of the 7 participants expressed being harassed for no apparent reason. 5 participants stated their confidence in police dropped after their incident. Jones (2017) summarizes his study by reverting to the CRT and how there needs to be police reform.

Barthelemy, Chaney, Maccio, & Church, (2016) conducted surveys and community focus groups in Baton Rouge to address race relations. Barthelemy et al. (2016) had 3 questions. 1. What are the perceptions of neighborhood safety and possible contributors to crime, 2. Perceptions of neighborhood crime activity and behavior. 3. Perceptions of people's attitudes toward police. The surveys and focus groups were



administered to the residents in an area prone to violence. Barthelemy et al. (2016) wanted to capture the resident's perceptions of crime, law enforcement, and leadership in their community. Law enforcement also completed the surveys targeting crime and bettering relationships. As a result, law enforcement and community members agreed on the problems but disagreed on who is responsible. Some themes identified police perceptions of the community, community perceptions of the police, reducing violent crime in inner-city communities. Barthelemy et al. (2016) concludes the study by suggesting building better relationships due to no one wanting to take responsibility.

### **Famous Trials**

One of the most notable trials in racial profiling was Rodney King. Rodney King was quoted with the famous phrase "Why can't we all just get along". Rodney King was being beaten by four White police officers and only came to light after the video was released (Katz, 2016). After the video was released then the police officers were charged. In April of 1992, the police officers were acquitted of all charges (Matheson & Baade, 2004). This led to civil unrest amongst Los Angeles turning it into a war zone with 50 dead and millions of dollars being lost (Harari, 1993). Although it was a tragic event it set the platform for what was set to come in the future.

The President of the United States had to get involved and addressed the nation on the issue (Booker, 1992). He stated there were two issues to take care of, restoring order and the question of justice if Rodney King's civil rights were violated. President Bush activated the National Guard and directed the Justice Department to conduct their federal investigation (Page, 1995). As a result, they were able to identify the police used

excessive force and the injustices that occurred against King. What if there was no video? Even worse what if, at that time, there was a cyber world where the video would replay over and over?

Rodney King was a Black male, 6'3" and 225 lbs. His arrest came after a car chase and King being under the influence of alcohol. King traveled at a speed of 110 MPH and explained his reluctance to pull over was due to not wanting to return to prison. King was on parole and did not want to violate any of the provisions. It is said once King was out of the vehicle, he charged a police officer resulting in him being struck with a baton (Stuart, 2011). Instead of the police officers acting out of anger they should have acted out of the totality of circumstances (Maurantonio, 2014).

Something remarkable occurred from 1992 to 2014. There was an increase in technology and people now had ready-access to smart devices with recording capabilities (Jackson & Foucault Welles, 2015). Now the stories were not just one-sided, and they had two voices. In these scenarios of alleged racial profiling, there are always three sides. There is the side of the officer, the side of the alleged victim, and the truth. With live streaming, social media, and recording devices provide juries and society a vivid description of the events (Kim & Dennis, 2019). These events, although mostly seen negative, aids and assist the police department in training, accountability, and resource allocation. By recording every step of the event nothing is left to uncertainty much like any other physical evidence at a crime scene (Bejan, Hickman, Parkin, & Pozo, 2018).

From February 2012 to April 2019 the United States would see the highest tensions between the police and minorities since the 1960s (Teasley, Schiele, Adams, &

Okilwa, 2018). The following died after an alleged racial profiling incident: Manuel Diaz died on July 12, 2012, in Anaheim, California, Ricardo Diaz Zeferino died on June 2, 2013, in Gardena, California, Oscar Ramirez Jr died on October 27, 2014, in Los Angeles, California, Jessica Hernandez died on January 26, 2015, in Denver, Colorado, Antonio Zambrano Montez died on February 10, 2015, in Pasco, Washington, Pedro Villanueva died on July 3, 2016, in Fullerton, California, Nicolas Sanchez died on February 21, 2017, in Roy, Utah, Ruben Galindo died on September 7, 2017, in Charlotte, North Carolina, Joseph Santos died on July 28, 2018, in Allentown, Pennsylvania, and Anthony Jose Vega Cruz died on April 20, 2019, in Wethersfield, Connecticut. All these incidents catapulted equal opportunity, civil rights, and basic humanity centuries back (Foust, 2018). The country was in turmoil and no one had any answers. The unarmed killing of minorities was now being televised and promoted by spectators only to fuel hatred amongst the citizens and the police department. "The law too often feels as if it is being applied in a discriminatory fashion," President Obama said after Ferguson. "These are real issues and we have to lift them up and not deny them or try to tamp them down" (Stălniceanu, 2018).

### **Manuel Diaz**

On July 21, 2012, Anaheim Police Officer Nick Bennallack shot and killed Manuel Diaz after a foot chase ("Protests against Anaheim," 2012). Bennallack accused Diaz of being involved in a drug deal. Once Diaz was spotted Bennallack and his partner pursued Diaz through an alley and into an apartment complex ("Anaheim officer who," 2017). During the chase, Bennallack believed Diaz reached for a weapon and this is when

Bennallack discharged two rounds into the right buttocks and the back-right side of the head of Diaz (“Supreme Court rejects,” 2017). The footage revealed the officers did not provide first aid and left Diaz on a piece of grass bleeding until back up arrived. On October 27, 2017, Manuel Diaz’s family was awarded \$200,000 after a civil court found Bennallack used excessive force during the incident (Vo, 2017). The City of Anaheim took to the streets and started rioting on July 24, 2012 feeling there was no justice. No weapon was ever retrieved from the incident. Bennallack testified the entire incident was no more than 10 seconds. It was 10 seconds from Diaz running away until he was shot in the back unarmed (Tata, 2013).

There are a couple of issues to consider, why was Diaz running, why did he not adhere to the commands of the police, what was Diaz reaching for in his waistband and what was he doing in an alley (“Protest over California,” 2017)? At the same time, Bennallack could be asked, why did he target Diaz out of everyone, why did he not apply first aid after shooting Diaz, what exactly resembled a weapon and what threat did Diaz pose to discharge a weapon (Tata, 2013)? From the report and eyewitnesses, a conversation did not even occur in between Bennallack and Diaz. What is known is Bennallack a White police officer shot and killed Diaz a Hispanic man. Diaz was a known gang member and had issues with the law previously, however, that did not authorize a police officer to take action without probable cause (Vo, 2017). Bennallack’s situation is similar to Freddie Gray’s situation where they believed he was selling drugs and then gave chase (Koulish, 2016). Gray died in police custody while being transferred to jail, but Diaz did not receive as much national attention.

**Ricardo Diaz Zeferino**

Diaz Zeferino was killed on June 2, 2013, by 3 different City of Gardena police officers (Carroll, 2013). Diaz Zeferino had been hit by 8 bullets and did not have a weapon on his person. An autopsy report revealed Diaz Zeferino was high on methamphetamine and with alcohol in his system. There was a video identifying Diaz Zeferino halted with two other bystanders communicating with the police (Mejia, Winton, & Rubin, 2015). The officers had their handguns drawn pointing them at Diaz Zeferino and the other two ordering them to comply and keep their hands up. Once Diaz Zeferino did not comply by removing his headgear the police officers opened fire. The family of Diaz Zeferino and Eutiquio Acevedo Mendez were awarded \$4,800,000 in a civil lawsuit (Williams, 2015). Initially, Diaz Zeferino had been in search of his brother's stolen bike and at the same time, the police officers of Gardena were investigating a theft (Melley, 2017). The police inadvertently made contact with Diaz Zeferino and the other two males.

There are a lot of things to question here. First, why was Diaz Zeferino intoxicated on alcohol and methamphetamine (Carroll, 2013)? Second, why did Diaz Zeferino not comply with the instructions of the police officers? The other two males never dropped their arms and complied with the police (Williams, 2015). Third, why was Diaz Zeferino looking for his brother's bike and not his brother? In contrast, the police can be questioned as well. What made these men suspicious and how did they pose a threat (Melley, 2017)? To draw a weapon, there must be a threat, where was the threat? Diaz Zeferino was shot by 3 police officers with 8 bullets, was this necessary to subdue

the individual? For more than two years the dashcam videos were kept a secret not releasing them to the public (Mejia et al., 2015). They were afraid of the uproar and response to the video identifying Diaz Zeferino being shot by police only after removing his cap.

### **Oscar Ramirez Jr.**

On October 27, 2014, Los Angeles County Sheriff Deputy Bryan Moreno shot and killed unarmed Ramirez (Vives, 2015). He was shot a total of eight (8) times by Moreno with 5 shots penetrating Ramirez back ("Family of Man," 2014). The initial call was due to a 12-year-old girl telling her mother there was a fight between two males with one holding a knife and the other a handgun (Klemack & Goff, 2014). Moreno once on scene identified two individuals matching the description of the suspect and gave chase (Larkin & Schwartz, 2014). During the pursuit, Ramirez would reach into his back and this is when Moreno employed deadly force. This is all according to Moreno because there is no video footage and Ramirez is dead. Students from a nearby high school could hear the discharge of the weapon. Ramirez was pronounced dead at the scene. Ramirez's family has filed a lawsuit against Moreno and the Sheriff's department. A settlement has still not been reached.

There are a lot of questions that arise in this incident. What was suspicious about Ramirez or how did he match the description that was given ("Family of Man," 2014)? Why did Moreno pursue Ramirez alone? What crime did Ramirez conduct to have Moreno chase him? Since no weapon was found what exactly did Moreno see to employ lethal force (Klemack & Goff, 2014)? Ramirez could be asked why he ran if he had not

conducted a crime (Vives, 2015)? Why did Ramirez not adhere to the commands of Moreno to stop (Larkin & Schwartz, 2014)? Why did Ramirez not ask for help? If the call for service was over a fight was a fight ever identified? Also, the source was a 12-year-old. How credible was this source to claim a fight was occurring and providing a description? Moreno claimed there was a firearm that appeared when they were running. Was it a gesture made on reaching his pants up or was he reaching for a cell phone? These alleged incidents, tend to occur when there is no eye witness except the police officer and the person of interest.

### **Jessica Hernandez**

On January 26, 2015, Hernandez was shot by Denver Police Officer Gabriel Jordan and Officer Daniel Green (Roberts, 2017). Hernandez was struck a total of three (3) times resulting in her death. The police claim Hernandez and four (4) other occupants in the vehicle had been smoking Marijuana and drinking all night. They stationed the vehicle in the alleyway to sleep off the effects. A concerned neighbor had contacted the police about a suspicious vehicle in the back alley (Dia, 2015). Once on scene, Jordan and Green ordered the occupants of the vehicle to exit and they did not comply. Allegedly, Hernandez attempted to evade the police, and this is when Jordan and Green opened fire discharging a total of eight (8) rounds. The police alleged they were scared for their life once the car started to move and that is why they employed deadly force ("City Council Expected," 2017). No one else in the vehicle was struck other than Hernandez. There were no weapons retrieved from the vehicle or anyone in the vehicle. Passengers claim Hernandez's body was manhandled once it was extracted from the

vehicle. On April 12, 2017, Hernandez's family settled for \$1,000,000 (Phillips & Murray, 2017).

There are a couple of things to consider in this incident. Why did Hernandez and the other occupants not comply with the demands of the police (Phillips & Murray, 2017)? Why were Hernandez and the other occupants inside of a stolen vehicle (Roberts, 2017)? Finally, why were Hernandez and the other occupants smoking Marijuana and drinking alcohol the night before ("City Council Expected," 2017)? In contrast, we could ask the police questions as well. Why did they shoot inside of a moving vehicle with other occupants (Dia, 2015)? How was an officer struck initially and then no one was touched by the vehicle? Why was no medical treatment provided to Hernandez after being struck with 3 rounds? As the District Attorney reminded everyone this could have been avoided if Hernandez complied. This could have been avoided if the police did not shoot inside the vehicle.

### **Antonio Zambrano Montez**

Zambrano Montez was shot and killed after throwing rocks at police officers (Johnson, 2015). The incident occurred on February 10, 2015, in Pasco, Washington. Zambrano Montez was shot by 3 different police officers, 17 times, and a medical report determined he was high on methamphetamine (Dockterman, 2015). In 2018 his family received a \$750,000 settlement. All three police officers were justified for their actions by the state attorney and Justice Department. Police were called to Zambrano Montez acting erratically and throwing rocks at vehicles as they drove by (Southall, 2015). The video reveals Zambrano Montez throwing rocks at the officers not adhering to commands



(Turkewitz, 2015). Zambrano Montez runs across the street as the 3 officers pursue while Zambrano Montez has his hands up. The three officers corner Zambrano Montez and he is still not adhering to commands. Once Zambrano Montez reaches around his waistline the police open fire killing him on the scene.

There are a lot of concerns about this incident. Why did Zambrano Montez not adhere to the commands giving to him by the police officers? Why was Zambrano Montez high on methamphetamine? Why was Zambrano Montez throwing rocks at vehicles and people (Johnson, 2015)? There is no doubt he was causing a disturbance and harm to others. In contrast, the police can be asked questions. Why did the police feel using deadly force was authorized for throwing rocks (Southall, 2015)? Why did the police not use defensive tactics to subdue Zambrano Montez (Turkewitz, 2015)? Why did the police shoot Zambrano Montez 17 times (Dockterman, 2015)? Even though the State Attorney cleared the 3 officers he did identify the officers could have handled the situation differently. The US Department of Justice identified the need for diversity in the Pasco Police Department and better training operations. Zambrano Montez was not armed and unlike other racial profiling stories, this one reached international attention.

### **Pedro Villanueva**

On July 3<sup>rd</sup>, 2016 Pedro Villanueva was killed by California Highway Patrol (CHP) Sergeant John Cleveland and Officer Rich Henderson (Kurzweil, Knight, & Pamer, 2016). The CHP had been observing Villanueva and other motorists in a parking lot for street races and other illegal activities (Parvini, 2016). Villanueva had conducted an illegal donut turn in a parking lot and this tempted the CHP to make contact with him.

Once Villanueva departed the parking lot the unmarked patrol vehicle followed without lights and sirens (Reichard, 2016). Cleveland stated he did not feel comfortable pursuing Villanueva in an unmarked car with lights and sirens. Villanueva identified the vehicle was following him and his passenger Francisco Orozco and attempted to lose the vehicle traveling at speeds of over 90 MPH. In an attempt to lose CHP Villanueva turned into a cul-de-sac with a dead end. CHP pursued Villanueva and once Villanueva made a U-turn, they opened fire (Stoltze, 2017). There was no weapon found on Villanueva or the passenger. Villanueva's family has filed a claim against the CHP for excessive force.

There a lot of elements to consider in this equation. Why did Villanueva not call the police himself if he felt he was being followed illegally? Why did Villanueva not pull over and step out of the vehicle once the police identified themselves to him in the cul-de-sac (Parvini, 2016)? Why did Villanueva not go to his parent's restaurant for refuge? The police officers could be questioned as well. Out of everyone at the street races, why was only Villanueva followed (Kurzweil et al., 2016)? Why did the police not turn their lights on at the street race, on the highway going 90 MPH or at the beginning of the cul-de-sac (Reichard, 2016)? If Villanueva was in a cul-de-sac at a dead-end why did the CHP not position their vehicle in a manner to impede movement (Stoltze, 2017)? These questions all lead to the result of this incident.

### **Nicolas Sanchez**

Nicolas Sanchez was shot and killed on February 21, 2017, in Roy, Utah. Sanchez had reportedly been acting suspicious at a Texaco Gas station and the police were called. Officers Cash Ricks and Robert Jackson started questioning Sanchez upon

arrival (Caldwell, 2017). Bodycam footage displays Ricks requesting Sanchez to come to his location to speak about the issue at hand. Then Sanchez states, “What do you want to talk to me for?” and pauses (Nuñez, 2017). He says that’s fine and walks towards Ricks on a curb and almost falls over. He then raises his hoodie at the waist and states he has nothing. Jackson identifies a weapon in Sanchez’s waist and instructs him not to reach for it (Harris, 2017). Ricks approaches Sanchez and Sanchez starts running. Ricks tackles Sanchez to the ground and gains possession of Sanchez’s weapon and shoots him with it. At the same time, Jackson shoots Sanchez resulting in death. In total, more than one dozen bullets were fired at Sanchez (Levin, 2017). Both officers were deemed clear of all charges.

There are a lot of questions here to be answered. First, why did Sanchez not comply with the police officers when they were asking him to come over and talk nicely (Harris, 2017)? Second, why did Sanchez have a handgun on his person when he had already served time in prison and had a felony (Caldwell, 2017)? Lastly, why did Sanchez start running? In contrast to the police, there are multiple questions. How did they identify Sanchez to be the person acting suspiciously at the gas station? Was it necessary to fire a dozen bullets and was it necessary to shoot Sanchez while he was on the ground disabled without his weapon (Levin, 2017)? Lastly, what threat did Sanchez pose as he was running away that made both police officers use deadly force (Nuñez, 2017)? There seems to be an issue of not adhering to commands by police officers and then employing deadly force. Although Sanchez had a weapon on his person the video

never reveals Sanchez pointing the weapon at anyone or reaching for the weapon. All the video demonstrates is Sanchez verbally not complying and running.

### **Ruben Galindo**

Ruben Galindo was shot and killed by Charlotte-Mecklenburg Police Officers Courtney Suggs and David Guetta (Marusak, 2019). Galindo was shot three (3) times by the police after Galindo had called the police on himself. Galindo had an upcoming court trial for pointing his weapon at someone. On September 7, 2017, Galindo called the police stating he wanted to turn himself in and had a weapon that was not loaded (Latos, 2019). Once police arrived Galindo was still on the phone with the dispatcher. The police ordered Galindo to put his hands up which he complied (Wester, Smith, & Gordon, 2017). However, he never let go of the weapon in his left hand (Overton, 2017). The police gave orders to drop the weapon and raise his hands at the same time. The bodycam footage released captures the entire incident. After the incident, the weapon was retrieved, and the video demonstrated he had his hands up as the officers requested. A lawsuit was filed in August 2019 against Charlotte-Mecklenburg Police Department for wrongful death.

Unlike other incidents, Galindo's incident was different because he called the police. Galindo kept stating he needed help and wanted to turn himself in (Latos, 2019). The police could be questioned for a lot of issues. Why did they employ deadly force if he never pointed the weapon at them? Why were they speaking in Spanish and English and why didn't they request an interpreter (Marusak, 2019)? Why did the police not wait a little bit longer before employing deadly force? In contrast, Galindo could be asked

questions as well. Why did Galindo not adhere to the commands of the police? Why did Galindo have a weapon on his person (Wester et al., 2017)? Why did Galindo have so much alcohol on his system? The language barrier seemed to be an issue. The fact Galindo had a weapon on his person and had a court date coming up is startling as well. What is most startling is shooting someone with their hands up as ordered (Overton, 2017). The last question is how many times someone should be shot?

### **Joseph Santos**

On July 28, 2018, Santos was shot and killed by South Whitehall Township Police Officer Jonathan Roselle (Barajas, 2018). Santos was celebrating his 44<sup>th</sup> birthday at Dorney Amusement Park in Allentown, Pennsylvania. Santos who had a history with drug abuse was reportedly causing destruction to private property (Wojcik, 2019). In one video provided Santos is seen dangling off the driver side of a White sedan as the vehicle drove off. Eyewitnesses identified Santos as causing damages to windshields, headlights, and bumpers. An additional video identifies Santos talking to Roselle and then climbing on top of the hood of the car and Roselle starts to drive off with Santos on the hood (Miller, 2018). The last video circulating is Santos talking to Roselle through the passenger window and then walking away towards the rear of the patrol vehicle. Roselle exits the vehicle and commands Santos to get on the ground and turn around. Santos does not comply and walks towards Roselle. Roselle then fires multiple rounds at Santos killing him on the scene and everything is recorded (Harris, 2018). Roselle has been fired from South Whitehall Township Police Department and has a court date of September 24, 2019.

There are a lot of factors to consider. Why did Santos have heroin in his system? Why did Santos not obey the commands of Roselle (Barajas, 2018)? If it was Santos's birthday why was he not celebrating with his family at the amusement park (Wojcik, 2019)? In contrast, South Whitehall Township has already departed ways with Roselle. Why did Roselle drive off with Santos on his hood? Why did Roselle discharge his weapon if Santos did not possess a weapon (Harris, 2018)? Why did Roselle not provide first aid once he shot Santos? Santos was continuously striking and breaking objects within his reach. Roselle could have radioed for backup, K-9, or any other support and he could have used a taser before his weapon (Miller, 2018). Roselle was White, and Santos was Hispanic. This case is still ongoing.

### **Anthony Jose Vega Cruz**

On April 20, 2019, Vega Cruz was shot dead by Wethersfield Officer Layau Eulizier after Eulizier fired two shots at Vega Cruz (McWilliams, 2019). Vega Cruz was initially pulled over by Officer Peter Salvatore due to Vega Cruz's license plate not being registered to the vehicle (Collins, 2019). Once Salvatore turned on his lights Vega Cruz pulled over slightly and then drove off as Salvatore approached. Salvatore radioed for back up and Eulizier intercepted the vehicle by setting up a blocking force. Vega Cruz attempted to clear Eulizier's patrol vehicle by turning his wheels to the left. Vega Cruz lost control of his vehicle and drifted onto oncoming traffic. Then Eulizier plowed Vega Cruz's vehicle head-on with the patrol vehicle. Vega Cruz placed the vehicle in reverse and was met with Salvatore's patrol striking the driver side fender (Maldonado, 2019). At this point, Eulizier jumped in front of Vega Cruz's vehicle and started to give commands.

While Vega Cruz attempted to drive away Eulizier discharged his weapon claiming Vega Cruz was going to strike him with the vehicle (Lindsay & De La Torre, 2019). Eulizier had previous issues before with calls for service.

This situation is still fairly recent in comparison to other situations. It is only 1 year old. Why did Vega Cruz speed off when Salvatore pulled him over for a regular traffic stop (Maldonado, 2019)? Why did Vega Cruz not call anyone to describe exactly what was going on? Why did Vega Cruz not adhere to the commands given by Eulizier (Lindsay & De La Torre, 2019)? In contrast, someone with such a tarnish career as Eulizier could ask how was he patrolling the streets (McWilliams, 2019)? Why did Eulizier jump in front of Vega Cruz's vehicle (Collins, 2019)? Why did Eulizier ram Vega Cruz head-on, is that a police tactic? No weapon was found on Vega Cruz or the female passenger accompanying him. The lawyer representing Vega Cruz's family represented Trayvon Martin and Michael Brown. At this time the police are being accused of racial profiling both police officers have been placed on administrative leave. There is no trial date as of yet.

### **Possible Variables for Racial Profiling**

There are a lot of variables derived from the previous 10 cases. Although never fully confirmed as racial profiling incidents by the police these cases can be dissected to see what variables led to the encounters in between police and potential suspects.

### **Diversity**

One issue to consider is diversity in the workforce. This means the police department must pull from their community to be able to relate, understand their needs,

and to gain a buy-in (Hong, 2017). According to the *Los Angeles Times*, during the Rodney King incident 60% were White, 21% Hispanic, and 13% Black in the Los Angeles Police Department. Their demographics were 56% White, 37% Hispanic, and 11% Black in the community. Today per *Lapd.org* there are 3,066 White officers, 958 Black officers, and 4,873 Hispanic officers. There was already a rift on how the community viewed the police department.

Diversity in the police department and any professional organization is extremely important (Guajardo, 2014). The United States has been around since 1776 is only a Nano baby compared to other empires such as Britain and China. However, it has become a supernova due to its diversity as a result of immigration. Police work for the people and they are public servants (Muth & Jack, 2016). If this is the case, they must know the pulse of the community. They should know family establishments, local leaders, and new trends. Most important is communication in diversity (Evans & Suklun, 2017). It is hard to communicate in a community if the predominant race is Hispanic and no one speaks Spanish. The Washington D.C. Metropolitan Police Department has created a cadet program pulling 300 cadets from their community to become police officers. The main concern with all 10 incidents was the police officers employing deadly force were not Hispanic and the victims were (Linos, 2018). By having Hispanic officers, it might diffuse the situation or allow dialogue to defuse the situation.

### **Police Discretion**

Police discretion was another common theme identified in all 10 cases. In the Diaz case, Bennallack used discretion when he decided to use lethal force instead of a



taser or continuing the foot chase (“Supreme Court rejects,” 2017). In Diaz Zeferino, Cuff used discretion by making contact with Diaz and the other two by-standards assuming they were the suspects involved in a theft dispatched over the radio (Mejia et al., 2015). Moreno chased Ramirez just because he matched the description and during the foot chase, he shot Ramirez in the back again using discretion (Vives, 2015). Jordan and Green came upon Hernandez while the car was stationary and ordered her to get out along with the other occupants (Roberts, 2017). Through discretion, they positioned themselves adjacent to the vehicle and once the car started to move, they shot into the driver’s seat killing Hernandez. Zambrano Montez was throwing rocks at the police with no weapon and as he ran away, he had his hands up while the police chased Zambrano Montez and shot and killed him (Southall, 2015). He could have been tackled, tased, or chased but through discretion, the police chose lethal force.

Discretion is very important to the police. No one incident will ever be the same and no one incident can ever be duplicated (Nowacki & Spencer, 2019). This is why discretion allows police officers to have a variety of resources to pull from when needed (Chin & Vernon, 2015). The police can change their discretion at any moment. In the case of Villanueva, the police did not turn on their lights and sirens and still chased Villanueva reaching speeds of 90 MPH (Reichard, 2016). Discretion is what the community argues with the police department about, using other methods than deadly force. However, the community is not charged with making split-second, or life making decisions. It is extremely difficult to create a long, methodical, process when there is not ample time and the police must make on-scene decisions (Beckett, 2016).

## **Community Policing**

Community policing was missing in all these cases. Community policing is a form of policing where the police department works with the community to fight crime (Demirkol & Nalla, 2019). They are proactive, enduring, constant, and approach citizens at will. They conduct walking patrols and know their residents prior to criminal activity (Jones, Ruddell, & Summerfield, 2019). In the Villanueva incident, the police do not identify themselves and do not provide a reason for making contact (Reichard, 2016). Instead of discussing the situation, they have a warrior mentality to place Villanueva at a disadvantage and ask questions later. In the Sanchez incident, he was killed after his weapon was taken away and he continued to lay on the floor. Even the most horrific criminal can be placed at a final disadvantage point that is not dehumanizing (Harris, 2017). Galindo called the police on himself and identified he had a weapon and was still shot. Part of community policing is understanding and knowing the community. Santos was shot as he walked towards Roselle.

Community policing is important because it provides a voice in between the police and the community (Lee, Kim, Woo, & Reynolds, 2019). It is important to consult and invite the community to decision making events to gain perspective. With community policing the police work half as hard. While community policing does not solve all the issues it does calm racial profiling incidents, civil unrest, and provides closure (Gonzalez, 2017). The community itself will shield its interest from crime with assistance from the police. After all the racial profiling incidents police immediately start some type of community policing program (Kearns, 2017). Community policing has had

tremendous success, but police departments are reluctant to employ this style of policing due to budget constraints. Community policing requires police departments to continually invest while not receiving anything in return (Garcia & Polson, 2018).

### **Police Subculture**

From the cases presented previously the police subculture was a common theme. The police subculture is those norms, values, and actions expressed daily by the police department (Hendriks & Van Hulst, 2016). In regard to racial profiling, it can make or break the department. In the Vega Cruz incident, Eulizier already had a history of complaints and excessive force (McWilliams, 2019). However, the police department still kept employing Eulizier. In the Diaz killing officers did not provide medical aid after the shooting instead they let Diaz lay on the floor, but they automatically pushed spectators back. The police sub-culture in Diaz Zeferino allows for 13 shots to be fired all while no weapon is present and Diaz Zeferino has his hands up (Carroll, 2013). Moreno chased Ramirez alone and shot him alone. What were their tactics, techniques, and procedures on discharging a weapon while there is no threat of a weapon? There could be a police subculture of a 2 to 1 ratio. Jordan and Green shot into a moving vehicle while their Standard Operating Procedures did not allow that action (Roberts, 2017). However, they were still cleared by the District Attorney.

No police subculture of racial profiling was ever most evident than Rodney King (Katz, 2016). The four White police officers beat Rodney King and then they were found not guilty and backed by their command. The police subculture must foster a two-prong campaign where they uphold the law by determining the truth (Rose & Unnithan, 2015).

If the perception is the police department is racially profiling citizens it could lead to riots, deaths, or dissension amongst the ranks (Lynch, 2018). The police subculture is a tight brotherhood where they go through traumatic events together resulting in their allegiance to only each other (Maskaly & Donner, 2015). So, it is very difficult to identify police brutality, excessive force, or racial profiling because it will cause hardship and require one person to go against the norm.

### **The Media**

The media has been a predominant stakeholder in all these racial profiling incidents (Johnson, 2019). They get paid off of the misery and pain others feel. Within the past riots, they have had more reporters there than people rioting because they want the footage, photographs, and pictures. The media does not care about the health, safety, and security of others. The media televised Hernandez as a Latina who was bisexual, stealing a vehicle, having a history with the law, and not caring about life (Roberts, 2017). The media portrayed Villanueva as someone who led the police on a chase when in actuality the police never identified themselves (Reichard, 2016). Santos was known to have drug issues, but media outlets blur out the actual killing portion of the video and just display him walking up to Roselle and the sound of gunfire (Barajas, 2018). All types of media have a personal interest much like Fox News caters to Republicans and CNN caters to Democrats. This philosophy can be applied to social media. The more “Likes” and repost of a video the higher the publicity and some affiliates even get compensation.

The concern is the media does not show everything (Smiley & Fakunle, 2016). It does not show peaceful protest, officers going above and beyond to help the homeless or

officers being in critical conditions after an incident. Social media can now be infiltrated by activists such as Blue Live Matters, Black Lives Matter, or Mothers Against Drunk Driving. Racial profiling incidents need to be clear and transparent (Chama, 2019). A video and 5-minute segment by a news anchor does not do justice to a full incident. For instance, when Guetta and Suggs shot Galindo the video did not properly display the weapon or if the weapon was being directed at the police (Overton, 2017). In the Ramirez case, there was no video of the actual incident. There are just voice recordings and the media will play it over to make their own assumptions (Tata, 2013). Racial profiling has been ignited by the media. When these incidents happen, they interview parents or the families of the officers all with the same purpose of gaining ratings.

### **Personal Ethics**

Another common theme is personal ethics. This is probably the most influential theme because it is based on elements pre-police department. Personal ethics are ingrained in everyone starting at birth. The way a police officer walks, talks, sounds, laughs and what they eat is a result of their personal ethics (Smiley & Fakunle, 2016). There is no way to determine the personal ethics of Bennalack, Sanderson, Moreno, Jordan, Green, Flanagan, Wright, Cleveland, Henderson, Suggs, Guetta, and Roselle. What is known is they took a life when flight or fight occurred. They employed deadly force as a response to fearing for their lives. Bennalack's personal ethics allowed him to shoot a person in the back while fleeing (Vo, 2017). Moreno's personal ethics assisted in discharging 8 rounds (Vives, 2015). Jordan and Green used their personal ethics to shoot Hernandez either to protect themselves or because they believed Hernandez would harm

others. Roselle's personal ethics allowed him to take immediate action instead of talking it out with Santos and waiting for back up (Barajas, 2018).

The background of every police officer is unknown (Mengyan, Xiaochen, & Time, 2019). They could have grown up in a diverse community or one dominated by a single race. They could have been a single child or grown up in a large family. They can come from high-income housing or low-income housing. All these characteristics play into personal ethics (McMurray et al., 2019). Likewise, the personal ethics of the citizens the officers deal with lead to the altercations between police officers and the citizens. In 7 out of the 10 incidents, there was no verbal communication and instead, it led to chase and then death. The personal ethics push for traditional policing or community policing. Personal ethics affects police ethics. Every police department will uphold its code of conduct and their personal ethics will determine if they abide (O'Harrow, 2014). Racial profiling is making a decision based on race while having conventional personal ethics will reject the idea of racial profiling (Rogers, 2017). Personal ethics leads to a direct representation of the police officer.

### **Criminal Profiling**

Criminal profiling is another theme in all these incidents. Galindo had an upcoming court date for an incident with his weapon previously (Latos, 2019). Santos had already been sentenced to state prison four different times for drug possession and burglary (Wojcik, 2019). Diaz was a gang member, had a felony for gun possession, and had posed with guns days before. Hernandez drove a stolen car, had a history of eluding police and resisting arrest (Roberts, 2017). Sanchez had already served time in California

prison and had drug issues. Galindo had a court trial set for previously assaulting someone with his weapon. Although these individuals had lengthy criminal resumes it does not mean they should be treated differently (Epp, Maynard, & Haider, 2017).

Criminal profiling does occur when police have officially received intelligence crime is probable, there are locations identified such as hot spots filled with criminal activity or there is a “BOLO” Be-On-the-Look-Out (Chifflet, 2015). Criminal profiling is used when officers are responding to a crime and have received a description of the suspect (“Criminal Profiling Digital,” 2018). They then isolate the suspect only because of the information received. There is a fine line between racial profiling and criminal profiling. Racial profiling occurs when police officers take action due to race. Criminal profiling occurs when police officers take action due to known elements, they believe to be true (Hayle, Wortley, & Tanner, 2016). The issue is everyone should not be considered a rapist or drug dealer for one particular race. Criminals come in all shapes forms and sizes therefore to categorize one whole race would be uneducated. Criminal profiling, however, systematically, methodically, and with precision attempts to identify potential offenders. Diaz Zeferino could have been criminally profiled if he had committed an illegal act (Carroll, 2013). According to the responding police officers he was walking around looking suspicious.

### **Recruitment Process**

What qualifications are needed to patrol neighborhoods? Known worldwide police officers have the most stressful career fields. Bennallack had already shot and killed Bernie Villegas six (6) months earlier prior to shooting Diaz (“Anaheim officer

who,” 2017). Previous to the Hernandez incident, Jordan had four complaints on him within a nine (9) year period and Green had seven (7) complaints in a 16-year period both for the improper procedure (Roberts, 2017). Flanagan already had a lawsuit against him for slamming a Hispanic woman on the hood of the vehicle causing burns and searching her on the scene when department policy is to call for a female police officer. Four (4) months after shooting Zambrano Montez one of the officers resigned (Dockterman, 2015). Eulizier already had a poor performance record when it came to working under stress and tactical mistakes at the Manchester Police Department which was his previous employment. The police must have the highest standards for conduct, courtesy, and performance (Hong, 2017).

There is a conflict of interest if the police are upholding the law and then breaking the law too (Lynch, 2018). The hiring process needs to have higher standards (Linon, Reinhard, & Ruda, 2017). Some police departments require a bachelor’s degree, no prior felony convictions, or probation for a misdemeanor. In order to attain quality officials, the police departments must render quality pay (Iris Luo, Schleifer, & Hill, 2019). How is it that the occupation that is charged with protecting citizens and employing up to deadly force has an average annual income of \$50,000? Police officers have an irregular work schedule, work in the elements, and place their lives on the line every day. The caliber of such a candidate should be of the highest quality. The recruitment process should be rigid with multiple lines of defense in order to weed out personnel not having the best qualities to meet the demand of being a police officer employing deadly force (Young, 2019).

## **Training**



Another common theme in all these cases is training (Oh, DeVylder, & Hunt, 2017). How does training prepare you to deal with someone believed to be suspicious, might have a criminal history, might be armed, or is a child playing with a fake weapon unbeknown to the police officer? Suggs and Guetta knew Galindo had a weapon at the time because he told the 911 dispatcher it was on him (Marusak, 2019). Roselle had already been going back and forth with Santos and Santos got on top of his hood and drove forward (Barajas, 2018). Eulizier rammed Vega Cruz head-on to cause a collision and once the vehicle attempted to peel away, he stepped in front of the vehicle and shot Vega Cruz (Maldonado, 2019). Bennallack claimed there was a weapon, but the only thing retrieved was a cell phone. Diaz Zeferino was shot eight (8) times by 3 different officers while having his hands up and then dropping them. Jordan and Green approached a vehicle that was not on and was not moving. It only moved after they ordered the occupants out of the vehicle.

All these issues can lead back to training and how will a police officer conducts themselves when a person is resisting with their hands in the air saying, “I will not comply” (Semple, 2013). Training assists in simple communication when a person self-identifies and states they have a weapon (Dukes et al., 2017). Training is sought when approaching two potential suspects and one suspect being physically bigger than the other. Training provides a baseline so racial profiling incidents will not occur (Oh et al., 2017). It gives the police officer the opportunity to still act if needed but will not end in a person being shot to death. Training cannot capture every scenario, but it can demonstrate

how to treat someone with language difficulties or someone recovering from drug addiction (Smith, 2015).

### **Technology**

Another common theme seen is the use of technology today (Hendrix, Taniguchi, Strom, Aagaard, & Johnson, 2019). Before technology was not that common and police interaction was not recorded. Today, due to technology, every incident is able to be recorded (Boyd & Swanson, 2016). There are smart devices everywhere with the ability to record. There are phones, watches, computers, tablets, and even cars now (Cubitt, Lesic, Myers, & Corry, 2017). These devices have now painted a bad image in the media for police officers calling for police reform. All except for three (3) of the incidents had some type of recording. This is why the cases became so public and opinionated because everyone could make their own assumption through the footage (Newcombe, 2015). Police officers are now held under a microscope recording their every move while they already had the most demanding occupation. With the increase of technology, the community instantaneously provides a live feed to the sensitive issue.

This increase in technology has given the community the ability to provide proof of an incident (Bock, 2016). Before citizens could file a police report and make a claim. Today this is still possible but if a video is attached it makes a compelling argument. Technology holds citizens accountable as well for their actions. To start the literature review of the main case was Rodney King and the riots that ensued (Katz, 2016). People were outraged only when the video came out (Booker, 1992). With these cases, it is the same thing. People were only infuriated when the videos were released. President Obama

stated one of these children could have been his son wearing a hoodie or just being at a park (Stălniceanu, 2018). Technology will only increase, giving citizens better abilities to record movements in between themselves and law enforcement officials. What if in the previous cases identified there was not a recording for the public to view would there still have been riots or would they even be mentioned in this paper right now?

### Summary

A literature review is needed in all dissertations to establish a platform for the researcher to work from. The literature review was broken down into five sections. First is the research strategy providing justification for the elements researched. Second was the CRT. The third was a review of qualitative studies concerning racial profiling. The fourth was alleged trials of Hispanics concerning racial profiling. Fifth were variables deriving out of racial profiling incidents. The 10 cases covered were the following: *Diaz v. City of Anaheim*, *Diaz Zeferino v. California*, *Ramirez v. California*, *Hernandez v. Colorado*, *Zambrano Montez v. Washington*, *Villanueva v. California*, *Sanchez v. Utah*, *Galindo v. North Carolina*, *Santos v. Pennsylvania* and *Vega Cruz v. Connecticut*. The 10 variables were the following: diversity, police discretion, community policing, police subculture, media, personal ethics, criminal profiling, recruitment process, training, and technology. These 10 variables were scrutinized, established a make-up, and determined a DNA applied to racial profiling. These variables will now be applied to the rest of the study in Northern Virginia to see how police officers view variables in their daily application.

The ten cases analyzed occurred all over the United States. The cases dominantly had a White police officer. Diversity covered the diversity in the police department, police discretion covered its application in daily policing, community policing argued how it combats racial profiling, police subculture lobbied how it can contribute to racial profiling, media identified how it promotes racial profiling, personal ethics were identified by police officers individually, criminal profiling was identified and then explained how it is confused with racial profiling, the recruitment process was done identified and explained how low standards lead to racial profiling, training was identified by the actions of police officers and how the lack of training leads to racial profiling and technology was presented on how new technology gives citizens the ability to record their interactions with police to make a compelling argument. The literature review sets up the Research Method chapter. It gives the reader a read-ahead for the interview questions.

## Chapter 3: Research Method

### **Introduction**

The purpose of this qualitative, phenomenological study was to understand the dynamics of racial profiling against Hispanic males in Northern Virginia. I wanted to identify what elements, themes, factors, and scenarios possibly lead to racial profiling. The objective of this study was to identify common themes police officers believe could lead to Hispanic males being racially profiled or feel that they were racially profiled. I assumed police officers believed that racial profiling occurs. If there was a police officer who did not agree with racial profiling occurring, I captured that notion as well. The results of the interviews, once interpreted, provided the themes. Los Angeles, New York City, and Chicago have suburbs that can be potentially affected by the same themes. I anticipated that this study would reveal pertinent data to all police departments across the world, not just Northern Virginia, resulting in police reform and creating transparency between the community and police.

This chapter is broken into the research design and rationale, the role of the researcher, the methodology, issues of trustworthiness, and summary.

### **Research Design and Rationale**

#### **Research Questions**

The following three questions were answered through the vision of active police officers. The first question was broad and allowed for discussion and background issues to be developed in order to create a platform in defining why racial profiling occurred. The second question provided a close-up, real-time answer to racial profiling occurring

locally. The third question targeted the concept of Hispanic males being targeted by police officers.

1. What is the relationship makeup in between police in Northern Virginia and the Hispanic community?

2. In Northern Virginia, how do police officers interact with the Hispanic community?

3. How do police in Northern Virginia view the CRT while rendering a service?

### **Concept of Study**

The concept of this study was to gain a perspective from local police officers in Northern Virginia on racial profiling. They are tactical on the ground ambassadors for the police department, and, as a result, they have first-hand knowledge of alleged or real racial profiling incidents. In this study, I examined the common causes of racial profiling through the eyes of law enforcement. Much like an evidence-based approach, the questions were asked to stakeholders in the equation of racial profiling (community and police). Unlike other incidents of racial profiling, questions on policing were asked after an incident occurred. Here, I tackled an issue to avoid future incidents of racial profiling against Hispanic males in Northern Virginia by determining common themes leading to racial profiling.

### **Method**

The method I chose was qualitative. This method allowed me to understand why racial profiling occurs. I was not concerned about numerical analysis but instead why things occur. Some common examples of qualitative research include focus groups,

interviews, group observations, or surveys. Qualitative research is known as exploratory research. In this study, I explored racial profiling. More specifically, I explored racial profiling in Northern Virginia. Narrowing down even further, I explored racial profiling in Northern Virginia against Hispanic males. Qualitative research allows for human interaction. Through qualitative data, a person's body language could be seen, a person's passion or distraught can be captured, and the researcher can gather data firsthand without interruptions. Qualitative research can reveal experience or meaning. Much like this study, I was looking for experiences, both professional and personal, of police officers, leading to racial profiling. I could have chosen a quantitative method, but then I would not have been able to answer my research questions. I would have had to change or modify the study. Qualitative research is instrumental in solving phenomena that occur. Racial profiling is someone labeling another of a crime due to race solely. This phenomenon can only be understood through qualitative research. Quantitative research can reveal how many times an issue occurs, where it is most likely to occur, or demographic information. Qualitative research explains the act and process of racial profiling occurring.

### **Rationale for Method**

I chose a qualitative approach for this study because racial profiling needs to be explained. The process needs to be understood at all levels to include lawmakers, police officers, chiefs of police, criminal justice administrators, criminal justice professors, and the Bureau of Justice. A qualitative phenomenological approach has to do with feelings, emotions, perceptions, and thoughts that lead to a phenomenon such as racial profiling.

Through the literature review, I determined that there were already common themes that could possibly lead to racial profiling. The police subculture, one of many themes, has feelings, emotions, perceptions, and thoughts that could be carried out through the police department. With the qualitative approach, I used interviews to discuss the possibility of the police subculture that affects actions that lead to racial profiling in Northern Virginia.

Because this is a sensitive subject to some people, some do not want to discuss racial profiling. They rather deny the issue or just avoid the conversation. Qualitative research allows the researcher to identify an issue and support the conversation. The humanistic aspect of asking questions, being in front of the respondent instead of being behind a computer, and attaining the data firsthand allowed me to then transcribe, record, and present information without barriers. My biggest decision-making factor in pursuing qualitative research was to understand the why behind racial profiling events occurring, whether it was promoted by the police, government, or the Hispanic community.

### **Role of the Researcher**

As the researcher, I conducted the study and received assistance from my dissertation committee. I conducted the interviews online via FaceTime. I provided the opening statements and managed the format of the interview. I was the one asking the questions in the same manner to all participants. Additionally, I provided the date and time of the interview with acceptance by the participant. I positioned my telephone in a manner so that the participant could see me during the interview. I set up the recording on my laptop prior to calling the participant. My role as a researcher was to participate as an interviewer. I observed and recorded their responses to my questions. My personal



relationship was that I was a former police officer in the United States Air Force. I was able to relate to the participants in a professional manner. I understood that no police officer jargon was to be used during the interview. I could understand police officers and the stress they go through. I had no supervisory or instructor relationship over the participants. Researcher bias was handled by going through the Institutional Review Board and establishing a set of the same questions for all participants. I had no power relationships over the participants. This study was not conducted in my work environment. I did not receive any incentives for conducting this work. The primary reason for this study was to attempt to understand racial profiling in Northern Virginia against Hispanic males.

I am a Hispanic male, but this did not detract from my ethical dedication because my committee chair and university research reviewer provided mentorship. This subject was important to me and it is a phenomenon I marvel at but by no means did I coerce, intimidate, use force, or hold anyone against their own free will to participate in this study..

### **Methodology**

The population I sampled from was police departments. Arlington County Police Department, Alexandria City Police Department, Fairfax County Police Department, and Prince William County Police Department were contacted to participate. Only one organization agreed to participate. My participants were all from the same organization. This organization is a police department in Northern Virginia. I requested to conduct interviews from the organization that approved the study. Each interview consisted of the

same seven questions, and I spent no more than 60 minutes per interview. I did not request any special demographics for the study. Instead, I left it up to the participants who volunteered on their own after a digital flyer was sent to them. By not taking away from their operational mission and by conducting an in-depth interview, I was looking at six participants on their time off. The criteria requested was provided to the police department, and they approved the study and allowed me to make contact with their police officers. I recruited police officers via a digital flyer. The flyer was sent to the entire organization, and then the participants made contact with me via email. From there, I provided a consent form via email and set up a date and time convenient for both parties. I had no prior knowledge of anyone, and the first time I met the participants was when they contacted me via email. This was a qualitative study using interviews. The appropriate sample size of four to six was used with one police department. If other organizations would have decided to participate, their interviews would have been the same as four to six participants per organization.

The instrumentation for this study was audio-recorded interviews. I conducted interviews via FaceTime due to the worldwide pandemic currently in place. Once I called the participant, I explained who I was, why I was conducting this study, why it was (and is) important to me, and what the possible benefits could be from the study. This data was considered real-time, hardcore, and firsthand; they had not been published and there was no data that I had manufactured. No historical or legal documents were used during the interviews. By the participants responding to the question verbally and being recorded, they satisfied the instrument sufficiency.

I used thematic analysis to interpret my results. Here I was looking for themes, patterns, commonalities, and consistencies. For each question, I designated a prefix prior to coding, such as Q1 for Question 1. Then I assigned a theme. Participants were also given a color. In the end, I looked at all the themes assigned per question, per theme, and per participant. I compared and contrasted the themes from each interview. I did not ask participants to state their name, age, and time on the police department during the recorded interview. This information was provided in the consent form each participant submitted. After the coding occurred, I was able to identify my themes. The software I used was NVivo 12. I looked to discrepant cases to see if they made up a pattern or if they fit into any stand-alone theme.

The codes were dependent on the responses provided by the officers. The thematic analysis pinpointed root causes, determining courses of action for racial profiling and ultimately recorded patterns among police officers. This bridged the relationship between the phenomena of racial profiling in Northern Virginia against Hispanic males and why it is occurring. Thematic analysis is a divergent approach not only concentrating on one element. Instead, it gathers all related variables and determines weaknesses and strengths relating to the attitudes, gestures, responses, and truthfulness of police officers in Northern Virginia. Thematic analysis is not tied to any theory, but it does go in-depth providing vulnerabilities and assessments of social issues such as race.

### **Issues of Trustworthiness**

To provide credibility each member was a sworn police officer. That by itself held the participants to a higher standard. I was communicating directly with the participant

without interference. Since the interviews were recorded anyone can hear the audio recording. I made immediate contact with the police officers once I was giving approval by the IRB and the organization's leadership. This issue dealt with feelings, emotion, and is a phenomenon that can only be explained by the actual police officers. My committee chair and second committee member reviewed my work to ensure it was correct prior to engaging with anyone.

If an additional researcher wanted to conduct the same study they could accomplish this by requesting the same information. They would make contact with the police departments in Northern Virginia and see who would be open to conducting interviews with police officers on racial profiling within their area of responsibility. Next, they would have to obtain approval from their university to conduct the study. The researcher would request 6 participants per organization to conduct the interviews. They would have to ask the same questions and provide the same introduction brief.

To provide dependability a concept map was provided per question detailing the different codes applied to each question. Then I demonstrate how each theme was created by the grouped codes. By the interviews being recorded, a concept map is presented, and the coding being transparent it demonstrates dependability. By coding the responses of the participants my committee viewed the results and provide checks and balances. Again, I am very passionate about this topic because it is near and dear to my heart. I am Hispanic, but I wore the badge for 16 years and lost loved ones in the line of duty, so I truly understood the need for this study.

I completed the Institutional Review Board (IRB) process. I made official contact with the organization that informally approved the study once the IRB approval was obtained. The participants were law enforcement officers and only participated out of their own free will. I treated them humanely, respectfully, and consistent. Other than their name in their email account they did not provide any other Personal Identifiable Information. They will remain anonymous and they were referred to as Participant 1, Participant 2, etc. Only my committee and I have access to the data. The data will be stored on a separate hard drives.

### **Summary**

The purpose of this qualitative, phenomenological study was to understand the dynamics of racial profiling against Hispanic males in Northern Virginia. This chapter is broken into the research design and rationale, the role of the researcher, the methodology, issues of trustworthiness, and summary. The research design and rationale determined a qualitative approach was appropriate with interviews being interpreted by thematic analysis. The role of the researcher was established as an interviewer and observer in the interview. The methodology went over the participants, how many interviews and organizations were involved. In issues of trustworthiness credibility, transferability, dependability, and confirmability were addressed. Finally, I touched on the IRB process and how a request was made. This group of participants is very specific, due to the nature of their work, and was voluntary.

## Chapter 4: Results

### Introduction

The purpose of the study was to understand the relationship between local law enforcement in Northern Virginia and the Hispanic community. This chapter is broken down into six sections: Setting, Demographics, Data Collection, Data Analysis, Evidence Trustworthiness, and Results. The research questions were as follows:

1. What is the relationship makeup in between police in Northern Virginia and the Hispanic community?
2. In Northern Virginia, how do police officers interact with the Hispanic community?
3. How do police in Northern Virginia view the CRT while rendering a service?

### Setting

All six interviews were completed via video chat FaceTime and included the participants and me only. Interviews were conducted from May 15, 2020, to May 21, 2020. The interviews were audio-recorded, and all participants belonged to the same organization.

### Demographics

- Participant 1: 37 years of age, White, 6 years of service.
- Participant 2: 34 years of age, Black, 5 years of service.
- Participant 3: 54 years of age, White, 16 years of service.
- Participant 4: 40 years of age, White, 17 years of service.

- Participant 5: 27 years of age, White, 5 years of service.
- Participant 6: 52 years of age, White, 23 years of service.

There were six participants; five were male and one was female. There were five White participants and one Black participant. Time on the police department ranged from 5 years to 23 years. The average time in the police department was 12 years. The average age for all participants was 40 years of age. There were participants in their 20s, 30s, 40s, and 50s. Due to the Coronavirus pandemic, I transitioned to one-on-one virtual interviews instead of face-to-face interviews. These interviews were conducted when most states were under stay at home orders.

### **Data Collection**

There were six participants in this study. All six participants were interviewed and asked the same questions. Data was collected from each participant with the answers provided after each question since they were being recorded. The location was online via the internet in a one-time interview, and each interview lasted no more than 60 minutes. The data was recorded via the Apple Voice Memos application on my laptop.

### **Data Analysis**

For data analysis, I used NVivo 12. I transcribed the audio recordings into Microsoft Word documents. Then, in NVivo, I uploaded each document transcribed in a Microsoft Word file. I labeled each file Participant 1, Participant 2, and so on. Once the transcribed files were uploaded, I analyzed each interview question by question. Within each question, I created nodes (a type of coding in NVivo). I completed this process for each question in each file. Each file had the same seven questions with individual

answers from the participants. Afterward, I went node by node to label each node by a participant with colors. Participant 1 was blue, Participant 2 was green, Participant 3 was yellow, Participant 4 was purple, Participant 5 was red, and Participant 6 was orange. Also, each node was labeled Q1 for Question 1 or Q2 for Question 2 and so on. Once each node was labeled by color and question, it allowed for thematic analysis. I was able to identify how many participants provided the same theme or disagreed on a topic. I then started grouping each node, which became a theme. Discrepant cases were annotated due to being six participants. Their responses to the questions are annotated in the results.

### **Evidence of Trustworthiness**

To establish credibility first, I received approval from the IRB. Also, my committee was intimately involved in this process. The organization that agreed to the study was helpful, not causing any obstacles. All participants were active, sworn police officers currently employed as police officers. As the researcher, I did not have to go through anyone else and promoted my study via a digital flyer sent to the organization.

For transferability, this study was open to four police departments. Only one police department agreed to the study, and the other three did not. Once the IRB provided authorization for the study, I emailed the organization and informed them of my approval from Walden University. I provided a digital flyer sent to the entire organization of the police department. Six participants responded to me via email, and I scheduled an interview. I did not place a limit to six participants; however, only six participants responded, and the organization had 1 month to respond to the digital flyer.



For dependability, the information collected was imported into NVivo. The answers provided were recorded via audio, with the information transcribed into NVivo. The recordings are housed both on a hard drive and a thumb drive not connected. For comfortability, this study has gone through a lengthy process. It was vetted through my committee, the IRB, and the organization that accepted the study. The consent form informed the participants of the nature of the study with the seven questions provided to them.

## **Results**

The basis of this study was to determine if racial profiling occurs against Hispanic males in Northern Virginia. To research this phenomenon, I wanted to know the relationship makeup between the police and the Hispanic community in Northern Virginia, how they interact with each other, and if the CRT was present while policing. After further investigation, it was revealed that racial profiling against Hispanic males does occur in Northern Virginia. To provide evidence, I have identified the following three themes: Theme 1: Minorities are limited in prosperity due to institutional and government racism, creating tensions between the police and the Hispanic community. Theme 2: Mistrust between the police and the Hispanic community exists due to immigration enforcement by the government. Theme 3: The police profession is not held to a higher standard by the government, ultimately resulting in racial profiling. I have broken down the following sections by Themes, Concept Maps, and Participant Summaries. The concept maps were created in NVivo, and the participant responses were coded in NVivo as well.

## **Themes**

### **Theme 1**

Theme 1 was that minorities are limited in prosperity due to institutional and government racism, creating tensions between both parties. All six participants described tensions between police and minorities due to the living, education, and socioeconomic status of minority communities historically. All participants stated that these communities are staffed more, and, as a result, police officers have a greater chance of identifying crime and apprehending the subjects. The participants also identified how minority groups want the same lifestyle as the White community, but they are not set up to succeed by the government. Five out of six participants identified how minority communities are taught to dislike the police due to previous governmental issues. The issues include the mistreatment of minorities, the discrimination of employment, and the lack of resources in the communities.

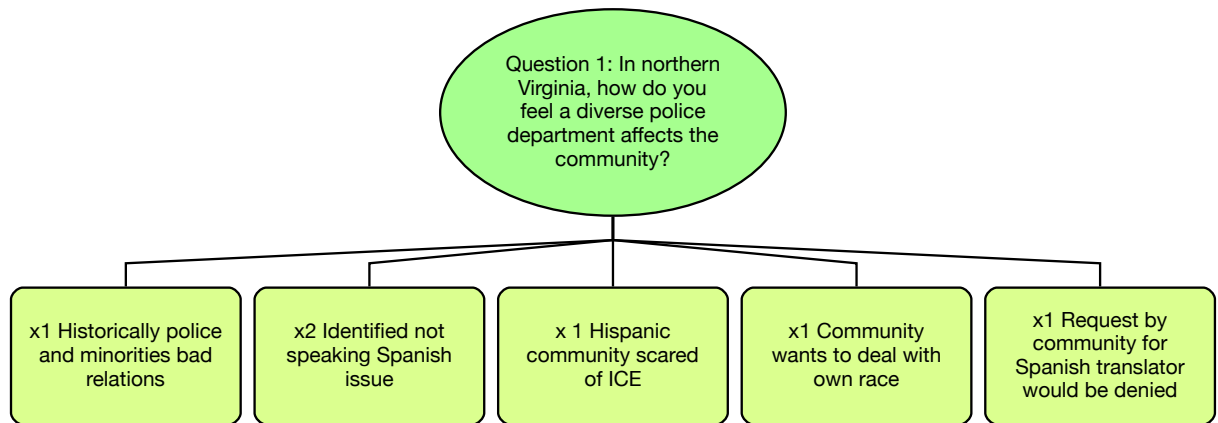
### **Theme 2**

Theme 2 was that mistrust between police and the Hispanic community exists due to immigration enforcement by the government. All six participants shared the belief that there was mistrust between the Hispanic community and the police department. Three of the six participants identified immigration being an issue in the Hispanic community when making contact with the police. Participants stated that victims of crimes are not contacting the police out of fear of deportation. The victims do not even seek medical attention when it is in their best interest because of fear of deportation, and the Hispanic community confuses Immigration Customs and Enforcement with the local police. Two

of the six participants discussed how President Trump being in office created an all-time low in relations with the police and the Hispanic community, how calls for service from the Hispanic community were dropped, and how the president created an instantaneous divide due to immigration reform. Both participants described how the Hispanic community felt harassed and discriminated by the president. One participant identified how things are never resolved even after an incident takes place, and when local leaders speak up, there is always tension.

### **Theme 3**

Theme 3 was that the police profession is not held to a higher standard by the federal government, ultimately resulting in racial profiling. Five of six participants identified how the lack of training, minimal compensation, and faulty recruiting system leads to racial profiling. Four participants identified how police training is automated, passing candidates through the system, and not resembling training from previous years. They also identified how the training is lacking real-world operations and they could place themselves or others in jeopardy. Three participants identified recruiting as potentially leading to racial profiling. They explained how recruiters need to obtain high caliber candidates with the best characteristics. Lastly, they touched on the compensation for the police department being low for the services they provide. They stated that the best candidates will go to higher-paying police departments with better benefits and that police were not being compensated appropriately.

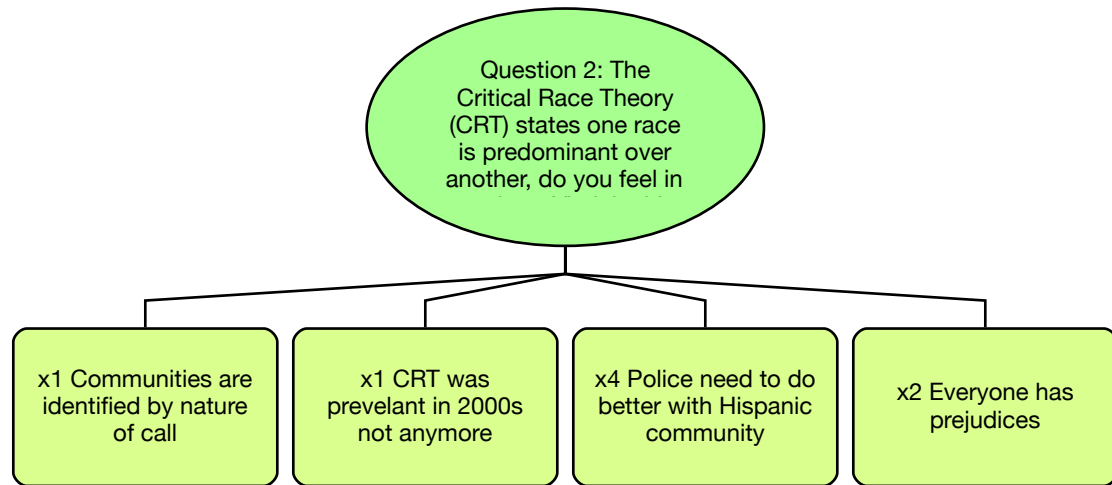


*Figure 1.* Question 1 concept map and participant summary response.

Interview Question 1 was as follows: In Northern Virginia, how do you feel a diverse police department affects the community? When asked about how diversity in the police department affects the community all participants stated diversity was important and was needed not only in race but in age and gender as well because “race is the first thing you see” as one of the participants stated. A caveat to this response was the diversity in Northern Virginia due to being next to the nation’s capital. Two participants described how diversity would build trust and assist in racial profiling allegations. Three participants also identified the challenges of not having a diverse police department would make the police look like enforcers and leave the police department vulnerable because they would not know the community and it would result in issues. They stated the police must be culturally aware and one race in a police department would not be effective. Four participants stated the police must resemble the community they serve.

One participant stated he would reject calling a Spanish speaking police officer at the request of the complainant, victim, or potential criminal. 5/6 participants stated the local police department has to mirror the community they serve by being a diverse force. 2 participants identified recruiting minorities would better the police department and that the Hispanic neighborhood is a family environment today compared to before due to community officers in the area and wives not accepting domestic violence anymore.

The following were concerns regarding question 1. One participant stated historically the minority communities are the communities with bad relationships. Two participants identified how not being able to speak in Spanish leads to miscommunication or children having to translate. One participant stated the Hispanic community was scared of ICE and therefore were less willing to cooperate with local police. They identified all communities, White, Black and Hispanic prefer to deal with their race and that bad police have always been around and are not going anywhere. They revealed mistrust between the police and the Hispanic community and lastly if someone requested a Spanish speaking officer the participant would reject the request because he was trying to respond to the emergency and would tell them to try later if they did not like it.

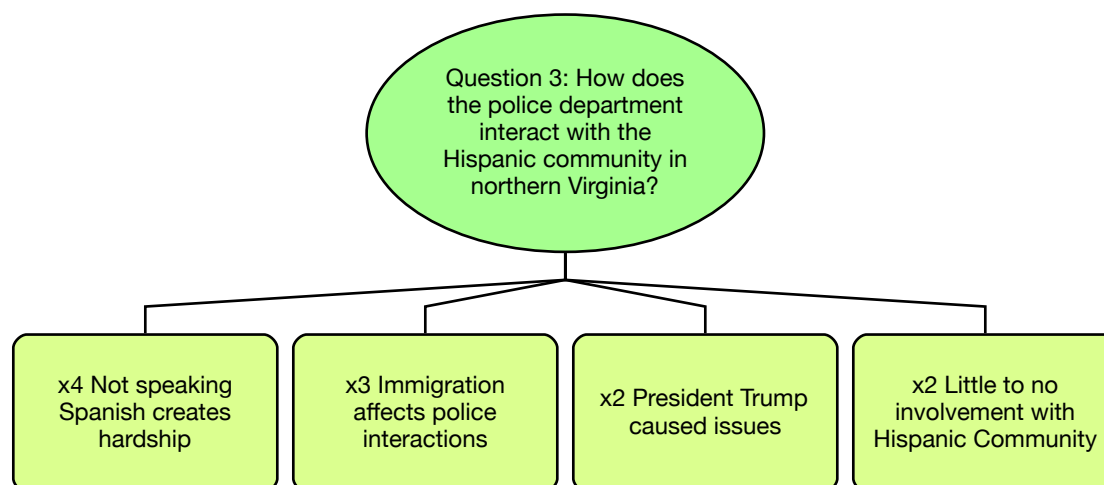


*Figure 2.* Question 2 concept map and participant summary response.

Interview Question 2 was as follows: The Critical Race Theory (CRT) states one race is predominant over another, do you feel in Northern Virginia this occurs while policing, if so why or why not? 5/6 respondents stated CRT is present in Northern Virginia mainly by communities and not the police department. One respondent described how he could understand the perception of the CRT due to the media. In addition to policing services, the participants stated the CRT could be applied to class and socioeconomic status as well. 3 participants, specifically, identified how communities prefer their own and not others. Meaning the White community prefers White people and the Hispanic community prefers Hispanic people. One participant identified how a community will stereotype against another ethnicity and believe the person not from the community is committing a crime. 3 participants described the CRT occurs due to previous institutional racism, racial bias being passed down by generations, and police being underpaid, only recruiting low-quality recruits to deal with people who will always dislike the police. 3 participants

identified how the communities create tensions even when an arrest is warranted. They expressed how each community has to be treated differently only to being enraged by the media when high profile incidents occur. One participant described how difficult it was not to project the CRT when policing is punitive. 3 participants described the CRT could be defeated by recruitment, training, creating common ground, and calming tensions at a regular traffic stop.

The following were concerns to question 2. One participant discussed how a community would be identified by the nature of a call. If the call was gun-related in a Hispanic community, they would assume it was a real threat compared to a White community it would be fireworks. One participant discussed how the CRT was prevalent in the police department in the early 2000s but not anymore and the adjacent jurisdictions still enforced the CRT. 4 participants revealed the police need to do a better job interacting with the community, acknowledging there were racist police officers and that White people would call the police on a person not being from their community. They revealed police deal with a majority of White customers and it was difficult to transition to dealing with a minority. Finally, 2 participants illustrated everyone had prejudice and high-value locations in Northern Virginia do not want strangers in their community.



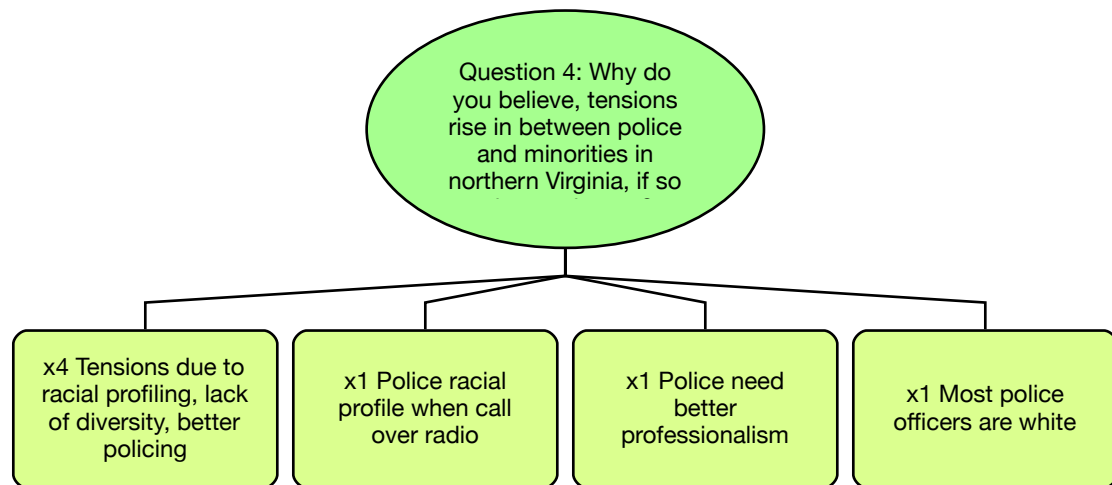
*Figure 3.* Question 3 concept map and participant summary response.

Interview Question 3 was as follows: How does the police department interact with the Hispanic community in Northern Virginia? 5/6 participants stated they interact with the community well by building relationships, assigning community officers permanently to the Hispanic community, and allocating Spanish speaking officers to the community. The community officers develop relationships with the church, families, and businesses. The participants identified being part of a community festival providing a show and tell for the Hispanic community. Lastly, participants identified playing soccer with children, taking Spanish speaking courses, and sitting with the community over meals.

The following were concerns to question 3. 4/6 participants identified not speaking Spanish creating a hardship for both the police and Hispanic community and it was easier to build relationships with English speaking communities. Participants identified they would have to call someone to translate sometimes not receiving the full story and waiting for a response for a translator. A participant stated they were hesitant to



make contact with the Hispanic community due to the language barrier resulting in not building relationships. 3/6 participants identified immigration being an issue in the Hispanic community when making contact with the police. Participants stated victims of crimes are not contacting the police out of fear of deportation, the victims do not even seek medical attention when it is in their best interest and the Hispanic community confuses Immigration Customs and Enforcement with the police. 2/6 participants discussed how President Trump being in office created an all-time low in between relations with the police and the Hispanic community. The calls for service from the Hispanic community dropped and the President created an instantaneous divide due to immigration reform. Both participants described the Hispanic community felt harassed and discriminated by the President. 2/6 participants identified there was little to no involvement with the Hispanic community by the police department. They stated there was no adult outreach program for Hispanic adults (only soccer for children) and police would look for MS-13 gang members and drug dealers. They were not being proactive in creating relationships and driving through the Hispanic neighborhood only to apprehend. They revealed there were not many Hispanic police officers, to begin with. Hispanic officers would have to provide Hispanic culture awareness and police did not provide the same support for all communities and there was more of a police your own mentality in the department. Both participants did not recall specific programs for the Hispanic community only the Black community.



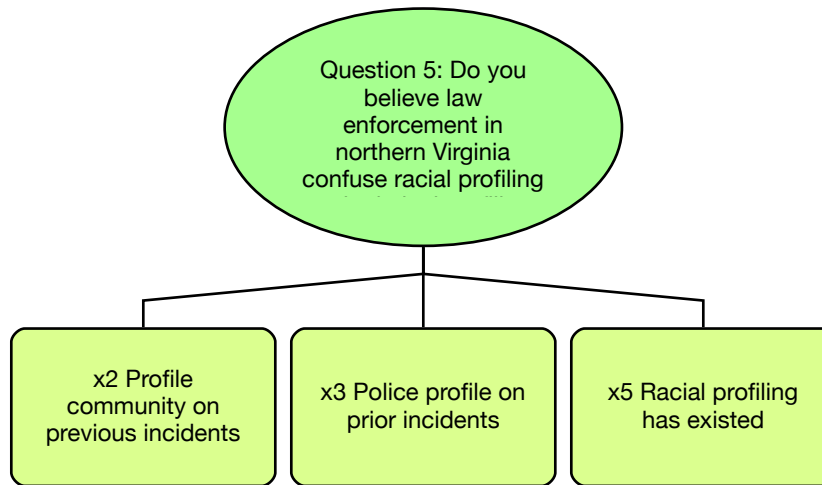
*Figure 4.* Question 4 concept map and participant summary response.

Question 4 was as follows: Why do you believe, tensions rise in between police and minorities in Northern Virginia, if so why or why not? All participants related tensions between police and minorities due to the beliefs and actions of the community.

Participants felt minority communities are taught early in life to dislike police, meaning it is a generational issue being continuously passed down. They also identified certain communities promoted criminal activity and communities expect minority police officers to side with them. Communities also bring pre-conceived notions when dealing with the police either from previous bad encounters or assuming they know about an incident when in actuality they have no clue. They identified how historically minorities live in high crime areas requiring a higher presence with more arrests. 2 participants identified how minorities do not comply and instead try to tell the police how to conduct their job because they are feeding off of something seen or heard. 2 participants connected tensions to systemic generational oppression of minorities and manpower assignments

due to Hot Spots for criminal activity. 3/6 participants suggested tensions rise due to the media. They stated the media fuels the community's anger, promotes racial profiling for ratings, and does not report things properly. 5/6 participants proposed tensions that occurred due to police operational matters. They verbalized police work is punitive, police want to be where the action is occurring, and the police patience is tested by criminals. Police matters are confidential not for the public causing confusion because the information is not released. The police perception of people, in general, is skewed because they mostly deal with people during negative encounters. They identified how police who do not have a diverse background would cause tensions in a minority community. 2 participants identified how tensions happen when there are questionable shootings, the community sees one bad cop and they think they are all bad and police are labeled.

The following were concerns to question 4. 4/6 participants identified tensions due to racial profiling, prejudice, lack of diversity, and the need for better policing. One participant identified police racially profiled when a dispatch occurs, and police pre-identify what race it is before arriving at the incident as a game. One participant stated cops were fat and out of shape as a profession not providing professionalism and police had not done a good job with minorities. The police need to change from warriors to guardians and most police officers are White and they did not see anything wrong with stopping a person matching the description of a suspect.

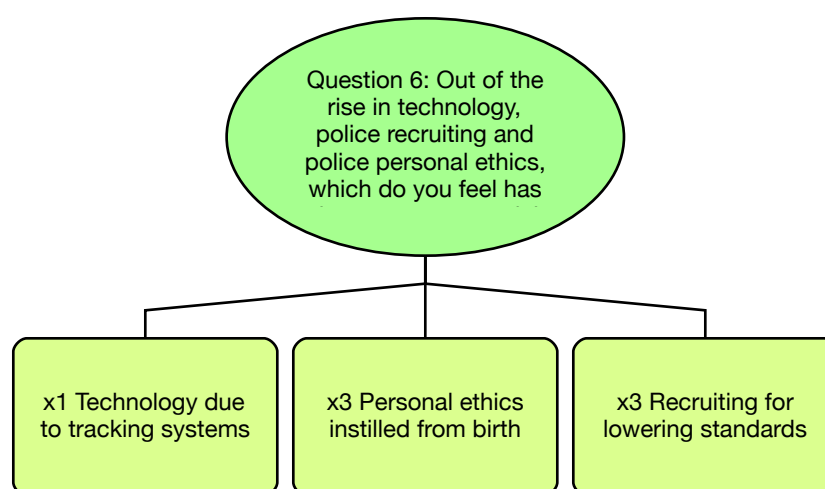


*Figure 5.* Question 5 concept map and participant summary response.

Question 5 was as follows: Do you believe law enforcement in Northern Virginia confuse racial profiling and criminal profiling, if so how or why not? Participants identified they did not racially profile but instead concentrated on communities. 2 participants identified how each community has different characteristics when dealing with crime and instead act on previous incidents within the community and not the current subject. 3/6 participants suggested Northern Virginia police are better trained than others due to the high cost of living resulting in resources and older police officers would not allow for racial profiling. 3/6 participants identified pre-judging subjects on prior incidents and being a proactive police officer can be confused with racial profiling. Police have been instructed not to be aggressive because they were causing too many problems.

The following were concerns for question 5. 5/6 participants stated racial profiling existed 15 years ago but not now, persons were identified as potential criminals by their colors and tattoos and law enforcement does confuse criminal profiling and racial

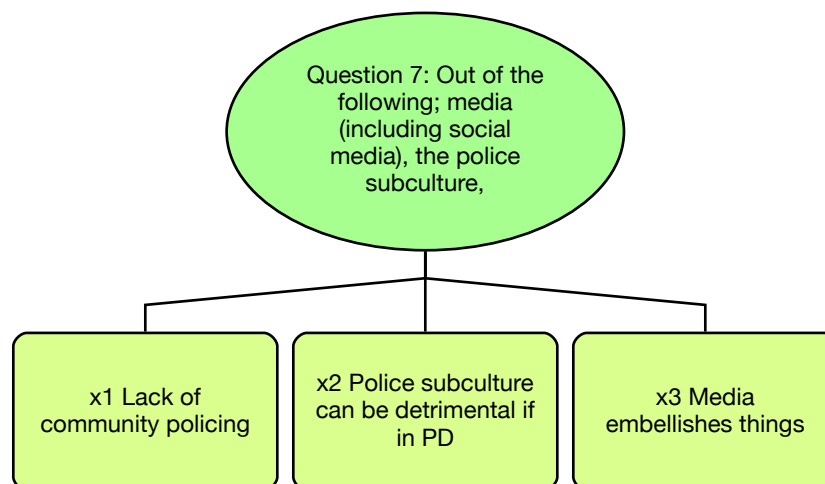
profiling. They state Race will always be an issue and will not go away, officers have witnessed first-hand racial profiling and the younger cops will racially profile instead of older officers.



*Figure 6.* Question 6 concept map and participant summary response.

Question 6 was as follows: Out of the rise in technology, police recruiting and police personal ethics, which do you feel has the greatest potential to leading into racial profiling against Hispanic males in Northern Virginia and why? 1 participant alluded racial profiling against Hispanic males would be due to technology. The participant suggested technology would be able to track police officers and determine if they have a history of racial profiling with cameras, GPS, and cell phones. 3 participants selected personal ethics would lead to racial profiling due to personal ethics not allowing them to learn different cultures. Training would not change a police officer's purview and police would turn to their personal ethics in moments of despair. 3 participants identified recruiting as a leading cause towards racial profiling against Hispanics due to lowering

police standards when needing manpower, recruiters will not get high-quality applicants wanting more money, no one wants to be the police right now due to current events, applicants are pushed through the system checking boxes, the better communities with benefits will get better officers and recruiters are unable to detect racism.



*Figure 7.* Question 7 concept map and participant summary response.

Question 7 is as follows: Out of the following; media (including social media), the police subculture, community policing, and police discretion, which do you feel has the greatest potential to leading into racial profiling against Hispanic Males in Northern Virginia and why? 1 participant selected the lack of community policing as the main contributing factor in racial profiling against Hispanic males. He stated the get tough on crime approach does not provide community policing. Police officers placed in the community policing section will not be efficient at their job due to not wanting to be there and not wanting to conduct community policing. This would lead to police officers racially profiling to remove the Hispanic community. 2 participants selected the police subculture

because the police will support each other as a brotherhood. Police operate in a dangerous environment creating a natural bond and if a veteran officer does not correct racial profiling it has the possibility of taking over the police department. 3 participants selected the media for multiple reasons, the media does not tell the truth, since it takes time to process an incident. The media will not have all the facts and there is no one holding the media accountable for reliability on facts. Everything the media showcases will affect personal ethics, community policing, and the police subculture. Social media creates a division and social media has lessened family values.

### **Summary**

After data analysis 3 themes were identified: Theme 1: Minorities are limited in prosperity due to institutional and government racism creating tensions in between the police and the Hispanic community, Theme 2: Mistrust in between the police and the Hispanic community exist due to immigration enforcement by the government and Theme 3: The police profession is not held to a higher standard by the government ultimately resulting in racial profiling. All these themes were created, transcribed, coded in NVivo, to include the concept maps. In addition, each question has been broken down to provide copies of the nodes in NVivo. In the next chapter, we will interpret the findings, go over the limitations, recommendations, and implications.

## Chapter 5: Discussion, Conclusions, and Recommendations

### **Introduction**

The purpose of this study was to understand the relationship between local law enforcement in Northern Virginia and the Hispanic community. The nature of the study was a qualitative method approach with interviews. This study was conducted to research if Hispanic males were being racially profiled in Northern Virginia. The Hispanic community still does not receive the same media coverage as other minorities. The goal of the qualitative study was to identify how racial profiling was occurring, if at all. I was able to obtain authorization from a police department in Northern Virginia to conduct virtual interviews with their police officers. Once the IRB approved my study, I made contact with the organization and provided a flyer that was sent through the organization. Participants contacted me directly without any third-party interference, providing the most privacy possible. The interviews were conducted via FaceTime virtually, and they were recorded via the Voice Memo app on my MacBook Air device. In total, I had 6 participants from one organization. The interviews were conducted from May 15, 2020, to May 21, 2020.

I conducted this study due to the lack of information regarding Hispanic males being racially profiled in comparison to Black males. Even as I complete this dissertation today, this issue can be seen with the news coverage of George Floyd, Brianna Taylor, and Ahmaud Arbery. With the results of this study, it has been determined that Hispanic males are racially profiled similarly to Black males. It has also determined that this phenomenon needs to be studied more to better equip society. While racial profiling is



not a new concept, it is an issue that is constantly in the news, and with the advancement of technology, more police officers are being held accountable. The question remains if a riot will occur when a Hispanic male is physically assaulted by a police officer. While this study was challenging and having a police chief tell me “Good luck having your study approved,” I have been able to provide a voice for a part of the community that is sometimes forgotten. Although the study only provides a small stepping stone to build upon for future studies, I identified an issue that could be common in other high-density locations. This study could be repeated in the suburbs of New York City or the suburbs of Los Angeles. Hopefully, this motivates other researchers to push this message that all other minorities need representation as well.

The three themes I discovered were the following: Theme 1: Minorities are limited in prosperity due to institutional and government racism, creating tensions between the police and the Hispanic community; Theme 2: Mistrust between the police and the Hispanic community exist due to immigration enforcement by the government; and Theme 3: The police profession is not held to a higher standard by the government, ultimately resulting in racial profiling. NVivo was the driving mechanism used to identify the themes. After the interviews, it was time-consuming to transcribe every interview into Microsoft Word. Once the interviews were transcribed and placed into NVivo, I started the coding process.

### **Interpretation of the Findings**

To determine if racial profiling against Hispanic males occurred, I interviewed six police officers from a police department in Northern Virginia. I assumed this would be

the best approach to identify consistencies and discrepancies. Other than some participants stating yes it occurs or I know it has occurred, I still wanted to know the details of how it occurs and what could be done to better the situation for everyone. I used a qualitative approach with interviews with thematic analysis to discover how racial profiling was occurring against Hispanic males in Northern Virginia. This study had a conceptual framework, taking into account the CRT created by Crenshaw and Bell, where one race, the White race, maintains supremacy over all others (Koonce, 2018). In the following sections, I will review each research question and apply the results.

Research Question 1 was as follows: What is the relationship makeup between police in Northern Virginia and the Hispanic community? Research Questions 2 was as follows: In Northern Virginia, how do police officers interact with the Hispanic community?

With these two research questions, I wanted to understand the dynamics of the relationship between the police and the Hispanic community. These two research questions went hand in hand, and that is why I positioned them together here. Theme 2 was as follows: Mistrust between the police and the Hispanic community exists due to immigration enforcement by the government. This theme is monumental because it identified how the community views the police due to the government. This means that before the police arrive, the Hispanic community does not want to deal with them or even cooperate. This places all law enforcement agencies at a disadvantage with the community having resentment. Whether it is the war on immigration policies being

enforced or the dramatical tactics used by President Trump, the Hispanic community will continue to feel scared, harmed, and alienated.

Theme 2 identified that there is a humanity issue. While the government is correct, through the law, in prosecuting people who enter the country illegally, it is an entirely different issue when people will not even talk to first responders out of fear of reprisal. The Hispanic community is made up of undocumented immigrants, and overall immigration will not go away. This country was built on immigration. The local government needs to provide clear guidance for undocumented Hispanic immigrants and promote what procedures the Hispanic community should take if an emergency arises.

In Theme 3 I focused on the police. Theme 3 revealed that the police profession is not held to a higher standard by the government, ultimately resulting in racial profiling. The government should be involved in local police department policies and procedures. First, local police pay needs to be increased. The police have a strenuous occupation, so nationwide their pay should be increased. This could be seen in comparison to the salary of a lawyer or neurologist. Next, is the recruitment of police officers. The government should be fully involved, creating a trend with higher education standards, increasing the age of police officers, and creating a national databank for the activities of all police officers. The government should have baseline training for all police departments to follow.

Currently, supervision on the police department is left up to the local government, which is ideal because every region will vary on issues to their jurisdiction. Thus, I propose guidelines that can be applied to all police departments. The guidelines can

promote training while at the same time hold police accountable for their actions. From this study, I have learned that racial profiling exists, but the majority of police officers want to do good. The federal government should step in and support the local police with police reform, guidelines, and compensation for their hard work.

Research Question 3 was as follows: How do police in Northern Virginia view the CRT while rendering a service? Theme 1 was that minorities are limited in prosperity due to institutional and government racism, creating tensions between the police and the Hispanic community. The theme here revealed how Hispanics are not set up to succeed, and then when they make contact with the police, tensions rise. For example, if the Hispanic community is told that they are oppressed and that they will never be anything, then when they meet a law enforcement officer, who represents the government, the conflict will ensue because they have nothing to lose. Because Hispanic men do not have the same opportunities as their counterparts in education, employment, and opportunities, they will continue to live in lower-income housing or impoverished communities. As stated by the participants, historically minorities live in areas where crime occurs, and the police dedicate their efforts to these locations because they become hot spots for crime.

The government today is in a volatile state. They can continue to let these communities, where minorities live, run rampant with crimes, or they can do something about it. They can pour more resources into communities with housing, streets, or community centers. They can create more opportunities for the Hispanic community to gain employment and it is not just blue-collar jobs on cleaning, construction, or jobs that pay below 30,000 a year. The government can concentrate on an education program in

those minority communities to increase graduation rates, college acceptant rates, and the college readiness index. Although there is a clear distinction between high-income housing and low-income housing the same benefits on the opportunity to succeed in life should be granted to both parties and that is the responsibility of the government.

### **Limitations of the Study**

There were a lot of limitations to this study. First, the Coronavirus occurred which is a worldwide pandemic. Countries around the world suffered thousands of deaths. The United States alone suffered 171,000 death. This affected the study due to social distancing, stay at home orders, and the scare of the virus spreading. Therefore, the interviews were conducted virtually instead of in person. I believe if the pandemic had not occurred there would have been more participants. Another limitation was the organizations who approved the study. 4 police departments were contacted in Northern Virginia. Only one organization approved the study. I had a Chief of Police tell me good luck with having the study approved. If more than one jurisdiction would have approved the study, then the results could have provided greater consistency. By having one organization participate it only provides one perspective in a diverse and well-populated area. Another limitation of the study was the topic itself. Racial profiling is a very sensitive and hard topic to discuss. One participant with over 23 years of service stated he did not believe racial profiling occurs in policing or that the CRT does not exist. Currently, there were multiple cities in flames due to the killing of George Floyd. Although, I am not questioning the response by the participant I am questioning if admitting racial profiling by any law enforcement officer, in general, is challenging. The

last limitation of the study was the lack of Hispanic participants. There were White, Black, female, and male participants but there were no Hispanic participants. It would have been ideal to have a Hispanic participant just to provide a different perspective on the issues at hand. The study was on Hispanic males, so it would have been interesting just to have that perspective.

### **Recommendations**

For future studies, I suggest these studies be conducted with all minority races. There is a lot of tension right now between the Black community and the police department. This study could be replicated in Minneapolis, Atlanta, New York City, and Los Angeles and the same questions could be asked. It is important to understand the relationship between the police and the community they serve. The questions should not be asked after someone is killed and the video is leaked on social media. Although, this research is difficult, challenging, and uncomfortable I believe it is needed. Currently, there were daily protests, looting, and police officers being shot due to racial profiling incidents. This study could navigate the playing field to ensure both the police and community have a positive relationship. This study revealed immigration is a tremendous issue in the Hispanic community. If that is the case then the study could be conducted anywhere there is a high Hispanic immigration issue and they might have the same results as well. Acquiring this data is essential to make real positive change. Another strength of the study was the first-hand knowledge provided by officers. If a police officer tells you yes racial profiling exists, then the department could be proactive and provide training, have open discussions, and maybe change the police culture.

For future research here in Northern Virginia it would be ideal to have all jurisdictions fully committed to the study. Also, I would instill in-person interviews. I think there is a humanistic aspect that is lost when the interview is conducted virtually. You can look at a person's body movement, eye contact, and hear the person's pitch and tone. Hopefully, the next time this study is conducted there will not be a worldwide pandemic and social distancing will not be a thing. Lastly, we need to get to a point where discussing uncomfortable topics becomes the norm. That will push research further than anything, the honesty of participants whether the participants are police officers or the community members. Having that honest discussion allows for research to be grounded, consistent, and transparent.

### **Implications**

This study has the potential for positive social change if taken seriously. For example, here in Northern Virginia it was discovered racial profiling against Hispanic males does exist and the government is to blame. Also, from this study it identified immigration is a huge concern for the Hispanic community. Now, local leaders can be informed and decide how they want to present information to the Hispanic community when it comes to immigration guidelines. Next, we found that tensions seem to rise due to generational racism being passed down. Systemic racism or the lack of diversity and inclusion must be addressed. As stated by the participants if it does not change then conflict between the police and minority communities will always exist.

Trust also needs to be built between the police and local communities if they want to work together. A person should not feel harassed, a family should not feel scared of

being deported, the police department should be able to communicate freely with the community without delay and the society should be welcoming and not racist where one community feels privileged because of their property value.

The conceptual framework discussed the CRT and its importance in dividing communities creating conflict. Here it was determined the CRT does exist within the police department but in the community as well. Taking the results of the study, this research could be applied to police departments that have a high percentage of mainly White officers and lack diversity. This could aid and assist to prevent alleged racial profiling incidents. By knowing that racial profiling is present then the police sub-culture could be saved. Today, there are campaigns literally to defund the police and have another form of protecting and serving the community which does not include police officers.

### **Conclusion**

This study was conducted to determine if racial profiling against Hispanic males in Northern Virginia was occurring. As the results have demonstrated racial profiling does occur in Northern Virginia against Hispanic males. If racial profiling does not stop minorities will keep dying at the hands of the police! The time is now for change and not only Hispanics but Blacks, Asians, Middle Easterners, Native Americans, and all minorities. Positive social change must take place or else we will end up in the 1960s instead of prospering into the future. I feel proud of the work we have done abreast of the current state of turmoil within the United States. This study does come from a good place. For every negative thing identified in this study circulating the police, I can name



1000 positive things on behalf of the police department. Unfortunately, right now the police are in a negative light due to the death of unarmed minority men of color. The police provide a tremendous service, other than military, they lay down their lives on the line every time they place the uniform on.

Hispanic males are racially profiled, and they do not receive the same media coverage as other races. President Trump has called Mexican rapists and drug dealers. Racial profiling has been an ongoing issue since biblical times and still prevalent today. Riots due to racial profiling incidents have been seen all over the United States to include Baltimore, Ferguson, Dallas, New York, Atlanta, Minneapolis, and Los Angeles.

The purpose of the study was to understand the relationship between local law enforcement in Northern Virginia and the Hispanic community. The study implemented a conceptual framework with a focus on the Critical Race Theory (Koonce, 2018) with a qualitative approach. The nature of this study was a qualitative method with interviews used throughout the police departments in Northern Virginia to discuss action(s) leading up to racial profiling on Hispanic males. Interviews provide a plethora of information.

This study had limitations. The police officers might have been sensitive or cautious to discuss racial profiling. Also, this study was limited by a worldwide pandemic. This study was limited by the other three law enforcement organizations not contributing to the study. One last limitation was the virtual interviews losing a humanistic aspect of conducting the interview in person. Since most racial profiling studies target African Americans being profiled this research examined Hispanic males

being racially profiled in Northern Virginia. This is significant because there is a gap in the literature when it comes to racial profiling against Hispanic males.

The scope of this study was based on racial profiling occurring in Northern Virginia. A literature review was needed to establish a platform for the researcher to work from (Baker, 2016). The literature review covered the CRT, Qualitative Studies on Racial Profiling, Famous Trials, and Possible Variables for Racial Profiling. This study occurred in Northern Virginia, from May 15, 2020 to May 21, 2020. It consisted of one organization and 6 participants were interviewed virtually. Each interview was no longer than 60 minutes and each participant was asked the same 7 questions.

The results revealed 3 themes: Theme 1: Minorities are limited in prosperity due to institutional and government racism creating tensions in between the police and the Hispanic community, Theme 2: Mistrust in between the police and Hispanic community exist due to immigration enforcement by the government and Theme 3: The police profession is not held to a higher standard by the government ultimately resulting in racial profiling.

In closing, I would like to thank the organization that participated in this study! You know who you are. Without them, it would not have been possible. I am tormented with this idea of racial profiling of any race not just my own. A person should not be profiled because they have tattoos, wear a rosary, like loose clothing, or drive what one would say to be a drug dealer car. Who knows that same person being pulled over could be an Air Force disabled veteran, a criminal justice professor and a doctor in criminal justice from Walden University. Racial profiling needs to stop, please. We need to work

together to come up with solutions. This study will not solve all issues, but it is a start in the right direction. Police departments need better recruitment practices. If you want quality work, you need to hire quality officers and pay them like quality officers. Lastly, racial profiling is alive, and for the people who do not believe it just turn on the news. You will see that this study wants to be a brick in the foundation of a positive social change for tomorrow. Please remember this study the next time a video circulates.

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